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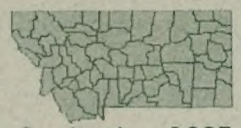
4th Annual



September 1997
Research & Analysis Bureau
Montana Department of Labor & Industry

Labor Day Report

For Release:
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Profile of the Montana Worker

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Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Pat Haffey, Commissioner

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From the Governor

Office of the Governor

State of Montana

Marc Racicot
Governor

State Capitol
Helena, Montana 59620-0801

Friends:

As we begin to celebrate another Labor Day and ponder the nearing end of summer, we are provided another opportunity to look at our state's economy and work force in this fourth annual Labor Day report.

The great imagination and entrepreneurial spirit of so many Montanans continues to shape and change the economic opportunities for our state's workers. During the past few years, we have seen an increase in the numbers of new small business ventures and larger businesses relocating and expanding in various Montana communities, including ASiMI, the Japanese-based silicon processing company which is building a multimillion dollar plant in Butte-Silver Bow, Ultrafem Inc.'s factory in Missoula and new retail stores to serve Montana's growing population.

This Labor Day, we once again honor the 447,000 Montana workers and their employers who provide them job opportunities. As we approach the coming millennium, let us be mindful of our role in Montana's economic future and our ability to help shape a healthy and growing economy.

I want to thank Department of Labor and Industry employees and Commissioner Pat Haffey for their continued dedication to serving Montana's workers and employers. Their efforts continue to receive national recognition and are an example of the true spirit of public service.

Sincerely,

MARC RACICOT
Governor

Telephone: 406-444-3111 Fax: 406-444-5529

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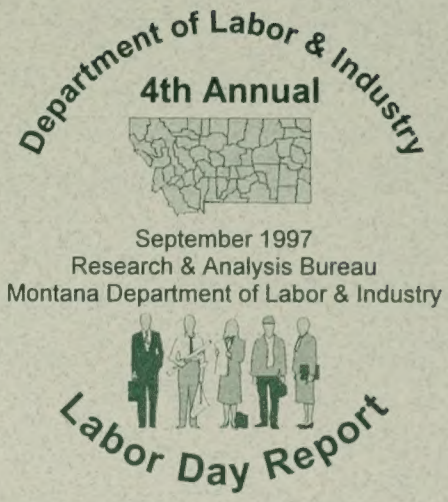

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Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana's population, employment and income continue to grow. The U.S. Bureau of the Census estimated Montana's 1996 population at just over 879,000, up 9,000 from 1995 (1.0%). Employment as measured by nonagricultural payroll jobs increased at a faster rate, 2.3 percent, or over 8,000 jobs. At the same time, the unemployment rate declined to 5.3 percent of the work force.

According to preliminary information, Montana's total personal income increased by 4.3 percent in 1996, above the inflation rate of 3.0 percent. Average income per person, per capita (personal) income, increased by 3.3 percent, also above inflation. The growth in employment, in per capita income above inflation, and the decline in unemployment, all indicate that the economic welfare of Montanans generally increased in 1996.

The population for Montana increased by about 80,000 between 1990 and 1996, or roughly 10 percent. This growth rate exceeded the national average for this period. The experience of the 1990s is in sharp contrast to the 1980s, when total Montana population only increased 12,400.

The growth in the 1990s has been uneven within Montana, however. Between 1990 and 1996, 19 of Montana's 56 counties, or 34 percent, lost population while 37 others experienced growth. Most of the counties losing population are in the eastern third and north central part of the state. Sixteen counties (all in the western third and south central portion of the state) experienced more than 10 percent population growth. Ten counties grew at a rate of between 5 and 10 percent.

Population and employment changes are linked. Therefore it is not surprising that employment increased over the 1990 to 1996 period. Nonagricultural payroll jobs increased overall by about 62,000 jobs, or 21 percent. The percent increase in total employment, which includes additional employment in agriculture and from self-employment, was 12 percent, more closely paralleling the population increase of 10 percent. Nonagricultural payroll jobs increases were concentrated in services, retail trade and construction.

It is important to note that not all service sector job increases were low wage. There is a difference between a **service industry** job and a **service occupation** job. It is true that service occupations such as food service or room cleaners are generally low wage. However, a particular service industry such as legal services may have very few service occupations within it. Occupations contained in this industry are lawyers, legal assistants, etc. Therefore, it is not a low-wage service **industry**. In fact, it is a high-wage sector, with Montana wages of about $32,000 per year. For the period 1990 to 1996, high-wage job growth service sectors (annual wages greater than the 1996 national average wage of about $29,000) included: engineering, accounting, management, and research services; insurance carriers; non-bank credit institutions; securities brokers; and legal services.

Employment and unemployment also are related, moving in opposite directions. With the exception of 1995, Montana's unemployment rate has been below the average rate for the nation since 1991.

Personal income figures can also be revealing because they are more inclusive than data for wages, which can exclude significant income for some segments of society. Personal income not only includes wages and salaries (about half of personal income), but also property income (such as rent, interest and dividends) and transfer payments (such as retirement income and Medicare disbursements).

Dividing total personal income by population and adjusting for inflation shows average Montana real personal income increasing 5.5 percent over the 1990 to 1996 time period. This represents an increase, on average, in the standard of living of Montanans.

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Who We Are . . .

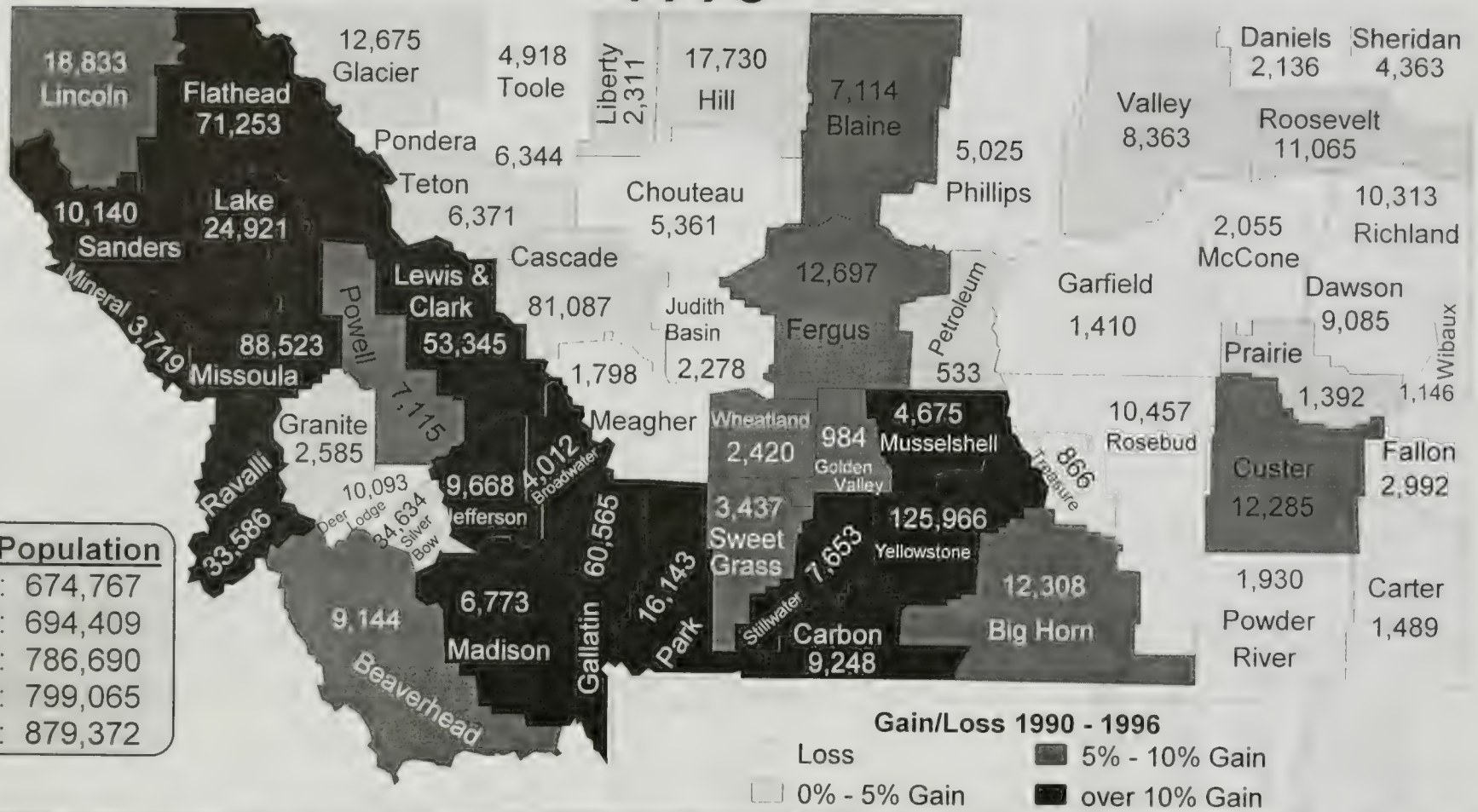
Profile of a Montana Worker

The Average Montana Worker . . .

- is 35-44 years old
- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services sector [as a bookkeeping/accounting clerk, registered nurse or teacher] or the wholesale/retail trade sector [as a retail salesperson, cashier or waiter/waitress]
- earns $21,144 per year
- is married with a working spouse and one child residing at home
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1995 Current Population Survey, Local Area Unemployment Statistics, Occupational Employment Statistics, ES-202 (Covered Employment) and Current Employment Statistics series and U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

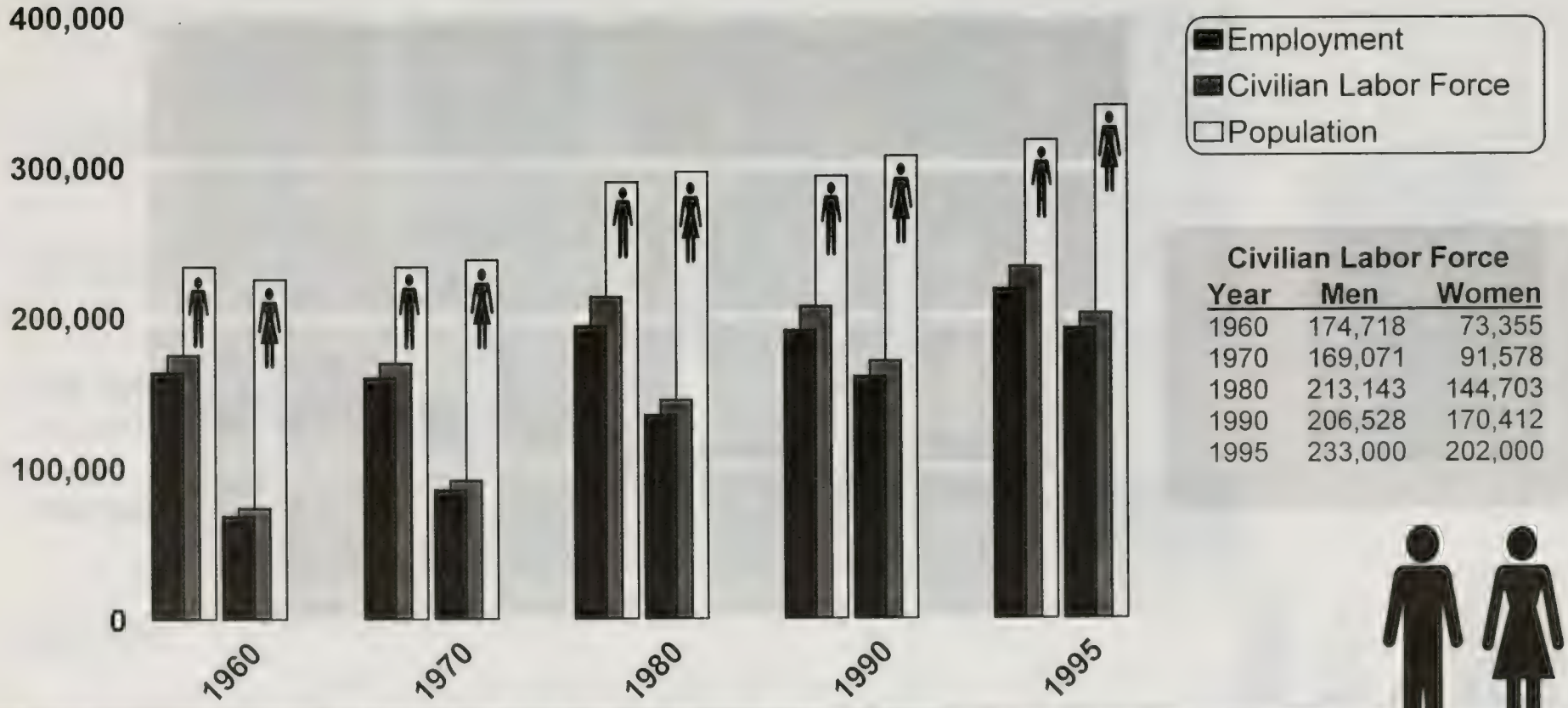
Population Estimates 1996



1990 - 1996 State Population Gain: +10.1%

Data from U.S. Bureau of the Census and
Bureau of Business & Economic Research, University of Montana
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Men and Women in the Labor Force



Civilian Labor Force

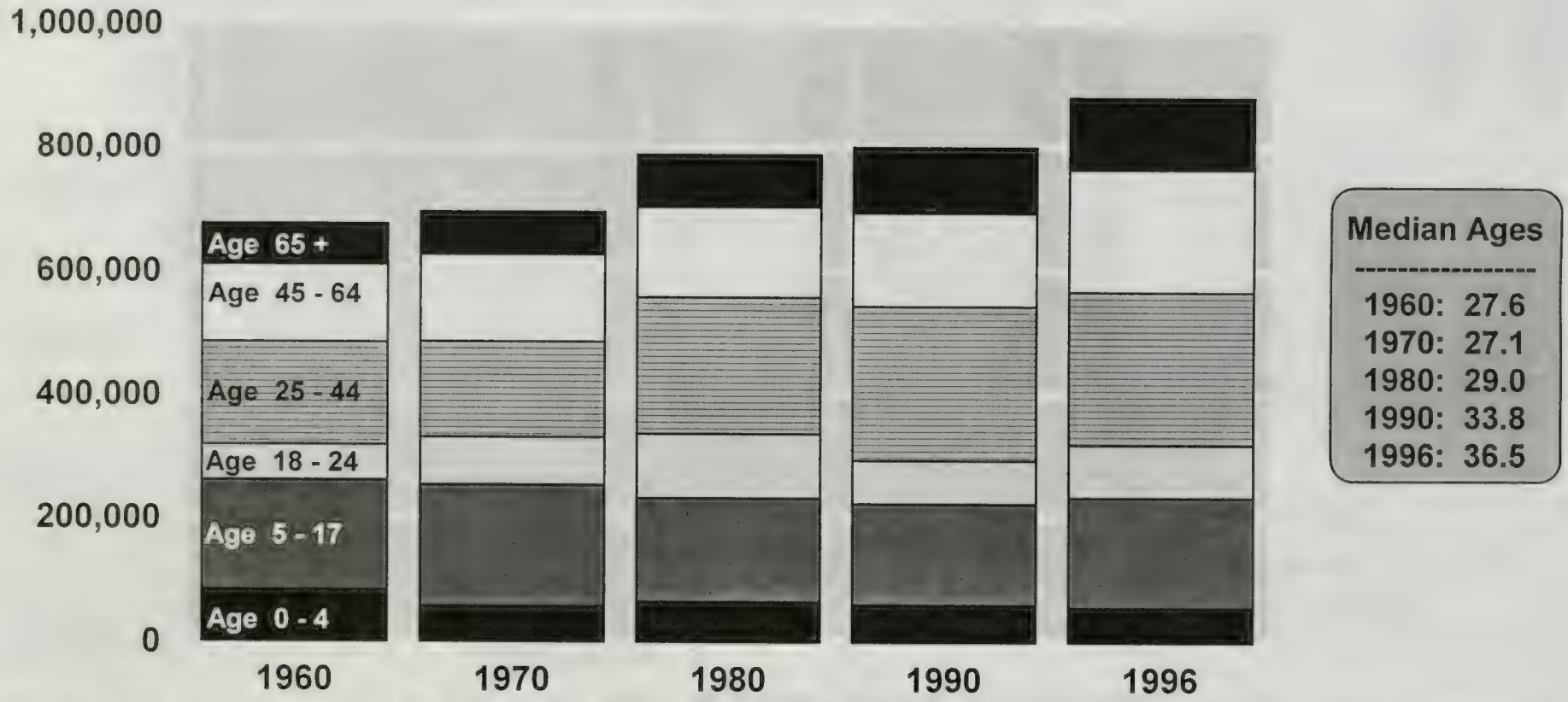
Year	Men	Women
1960	174,718	73,355
1970	169,071	91,578
1980	213,143	144,703
1990	206,528	170,412
1995	233,000	202,000

In 1960 women comprised 29.6% of the civilian labor force; by 1995 they comprised 46.4%.

- 1960 = persons 14 & older
- other years = persons 16 & older

Data from 1960, 1970, 1980 & 1990 Census and 1995 Current Population Survey
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

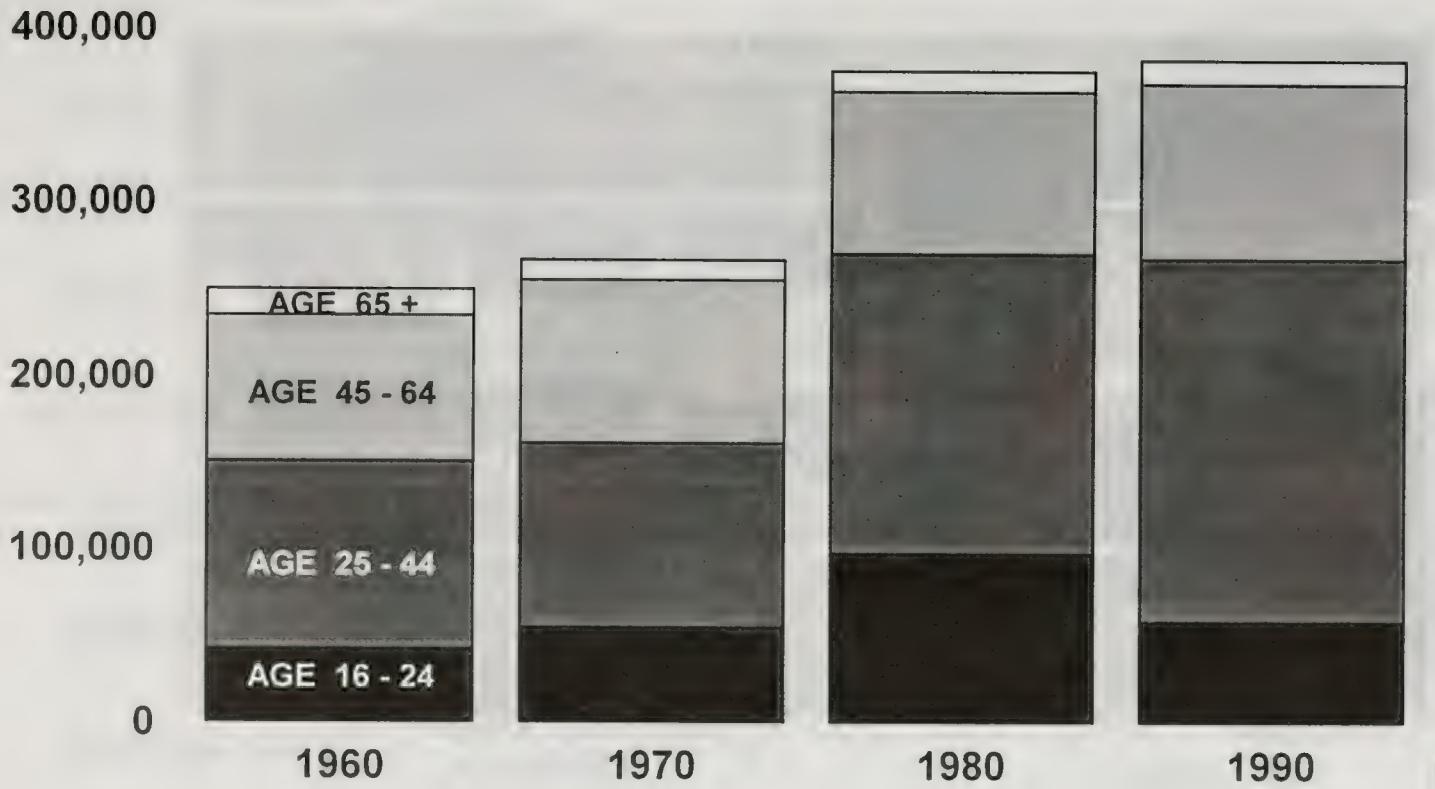
Age Distribution of the Population Montana



The Montana age group, 45 to 64, is becoming much larger as the baby boom generation gets older.

Data from U.S. Department of Commerce, Bureau of the Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Age Distribution of the Labor Force
Montana

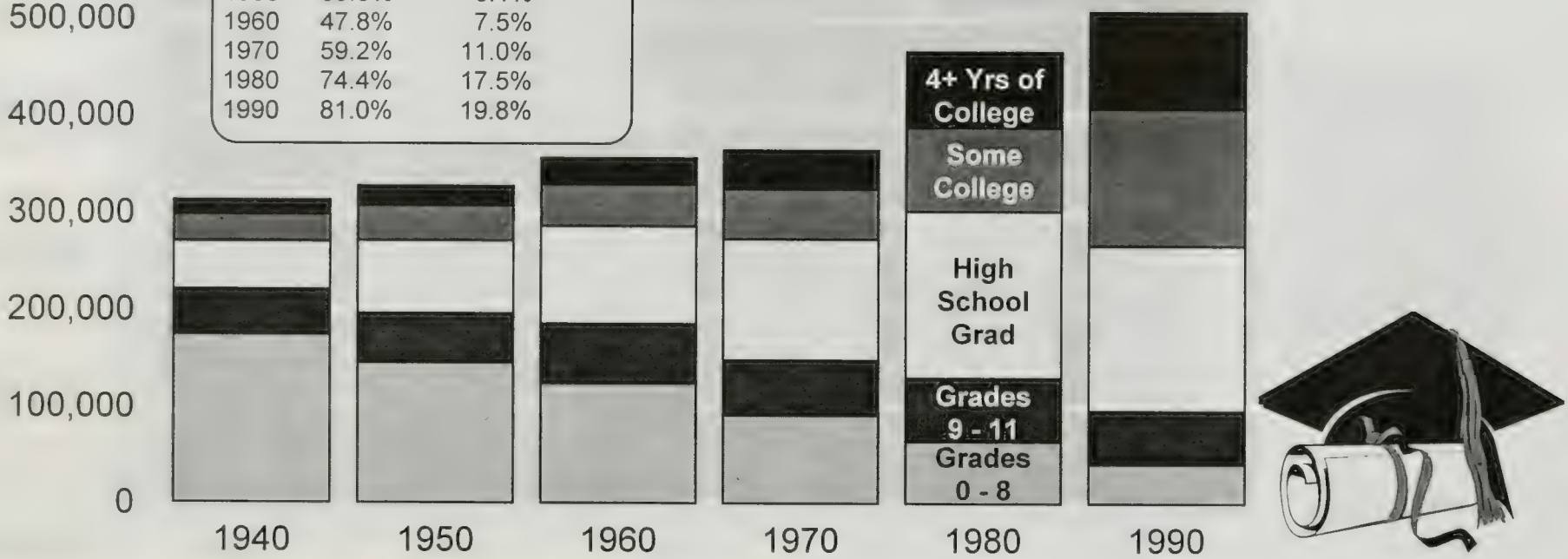


The "baby boomer" population bulge is moving closer to retirement age.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Years of School Completed Montanans 25 and Older 1940, 1950, 1960, 1970, 1980, 1990

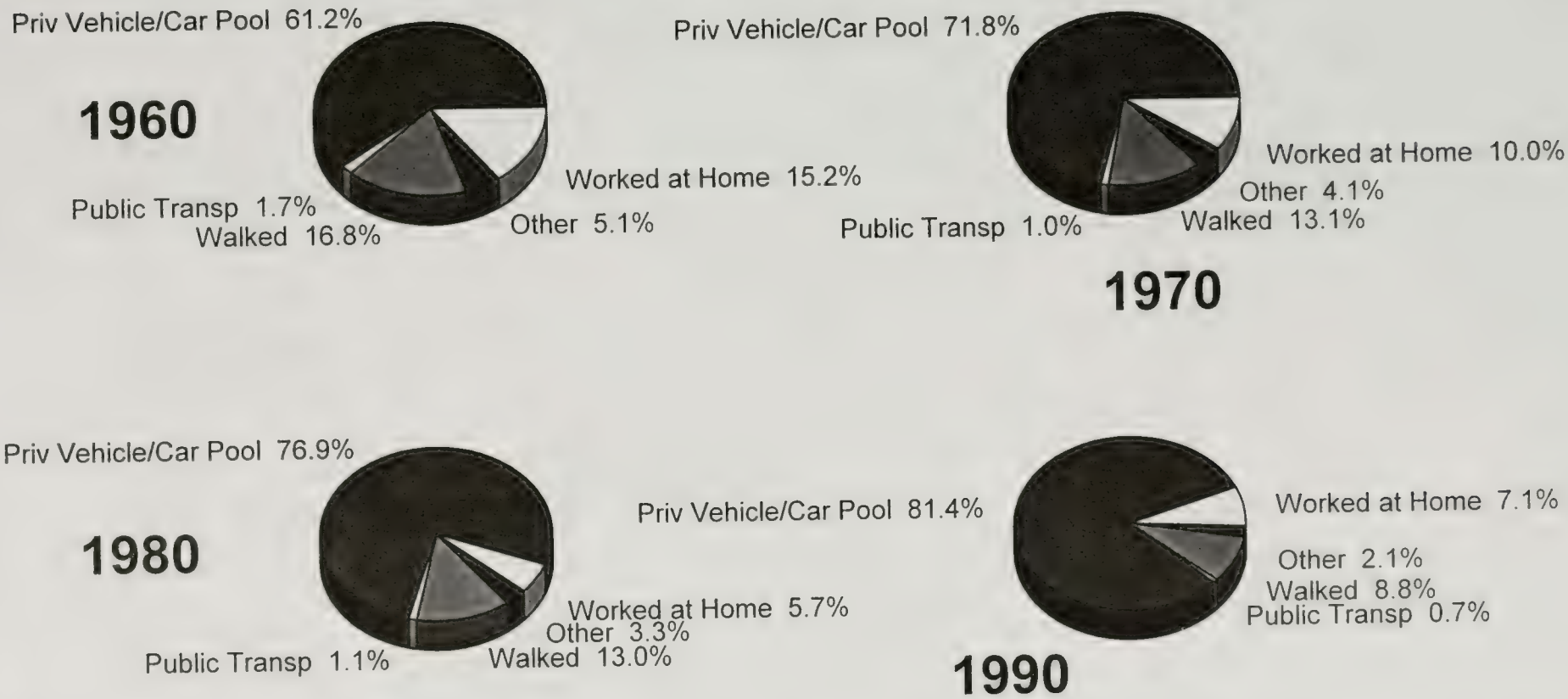
Year	% Completed H.S.	% Completed 4+Yrs College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%



The educational attainment level of Montanans is rising.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Transportation to Work
Montana



The percentage of Montanans walking to work is decreasing.

Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

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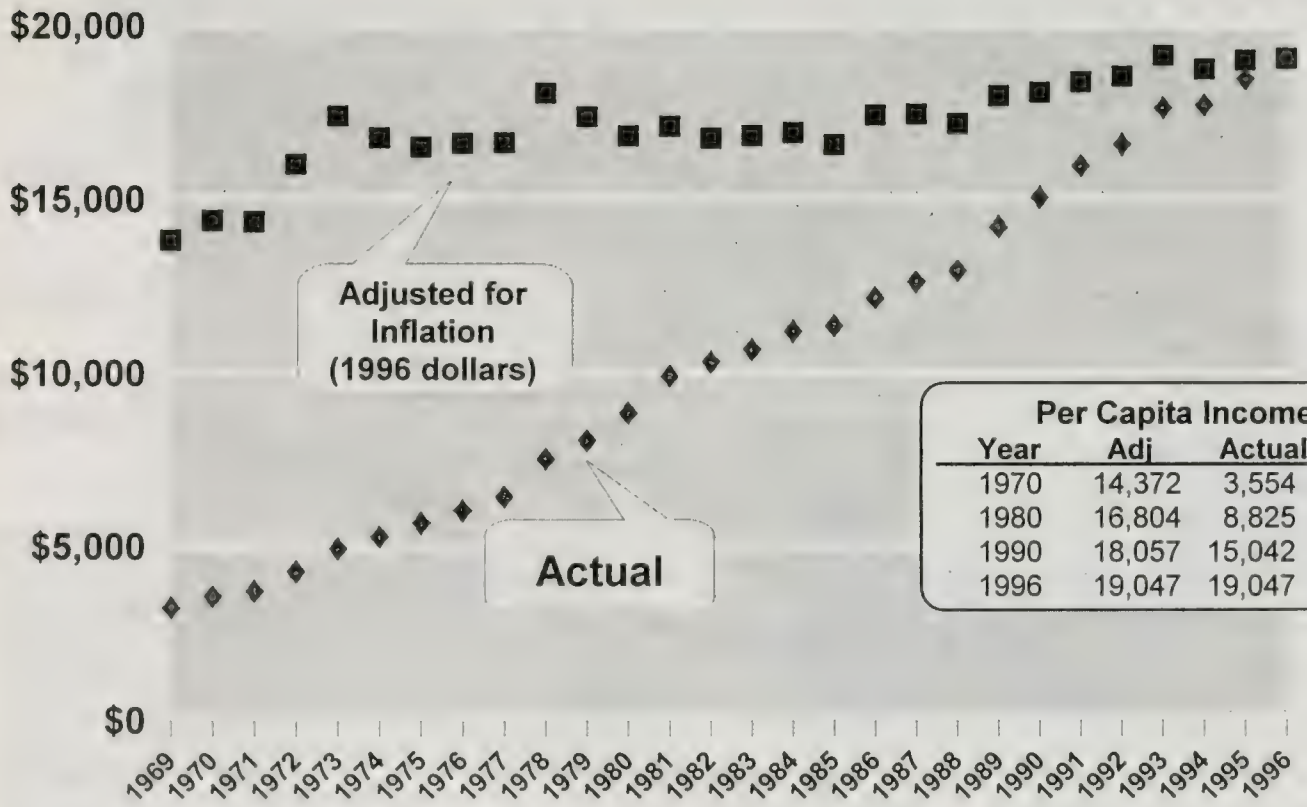
Profile of the Montana Worker

What We Earn . . .

Per Capita Personal Income

Montana 1969 - 1996



Per Capita Income		
Year	Adj	Actual
1970	14,372	3,554
1980	16,804	8,825
1990	18,057	15,042
1996	19,047	19,047

Includes:

- wage & salary income
- employer contribution for fringe benefits
- self-employment income
- rental income
- personal dividends & interest
- transfer payments

Excludes:

- personal contributions for social security, capital gains, insurance claims proceeds, etc.

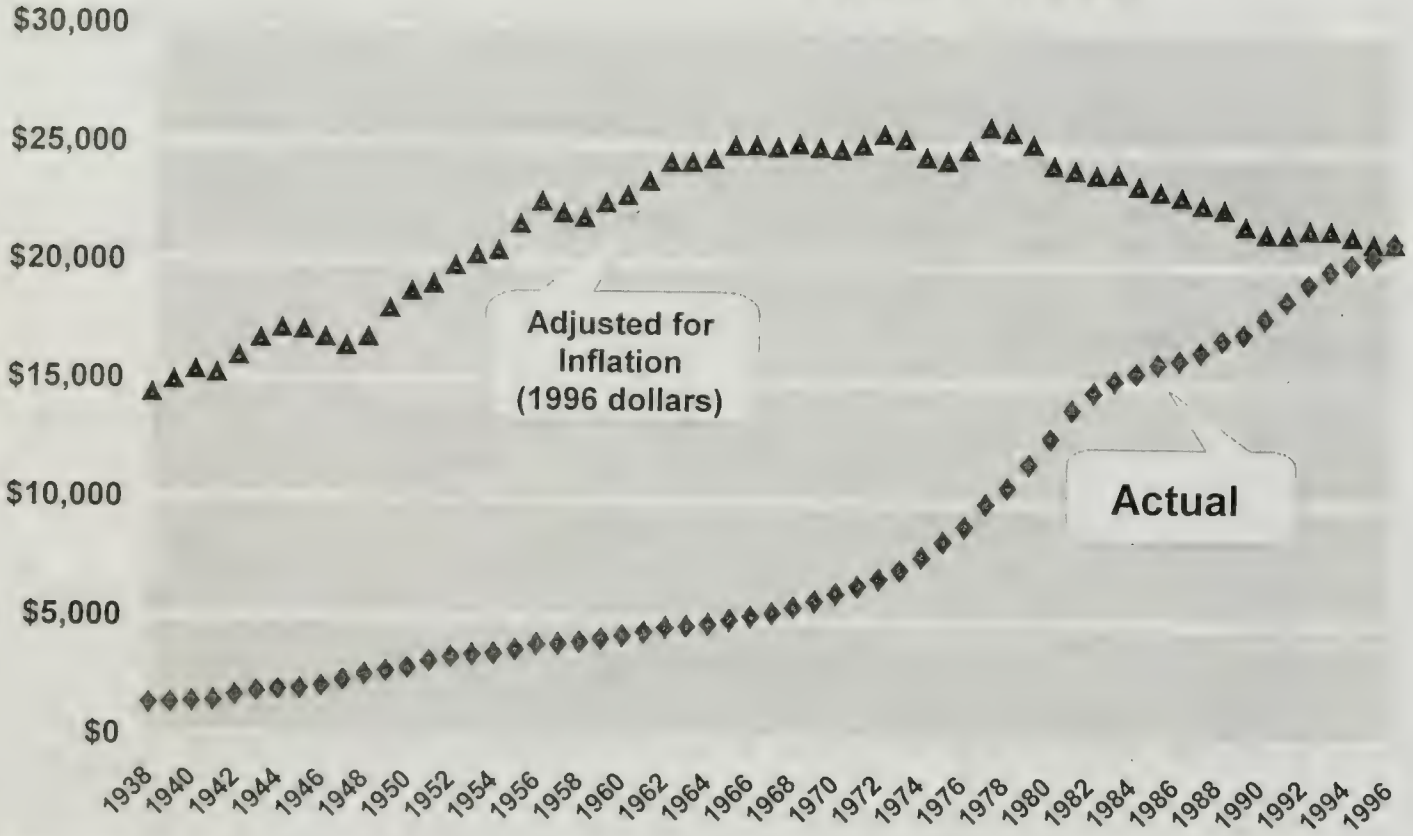
Personal income on a per person basis is growing, even after adjusting for inflation.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Average Annual Wage Per Job

Montana Covered Employment*

1938 - 1996



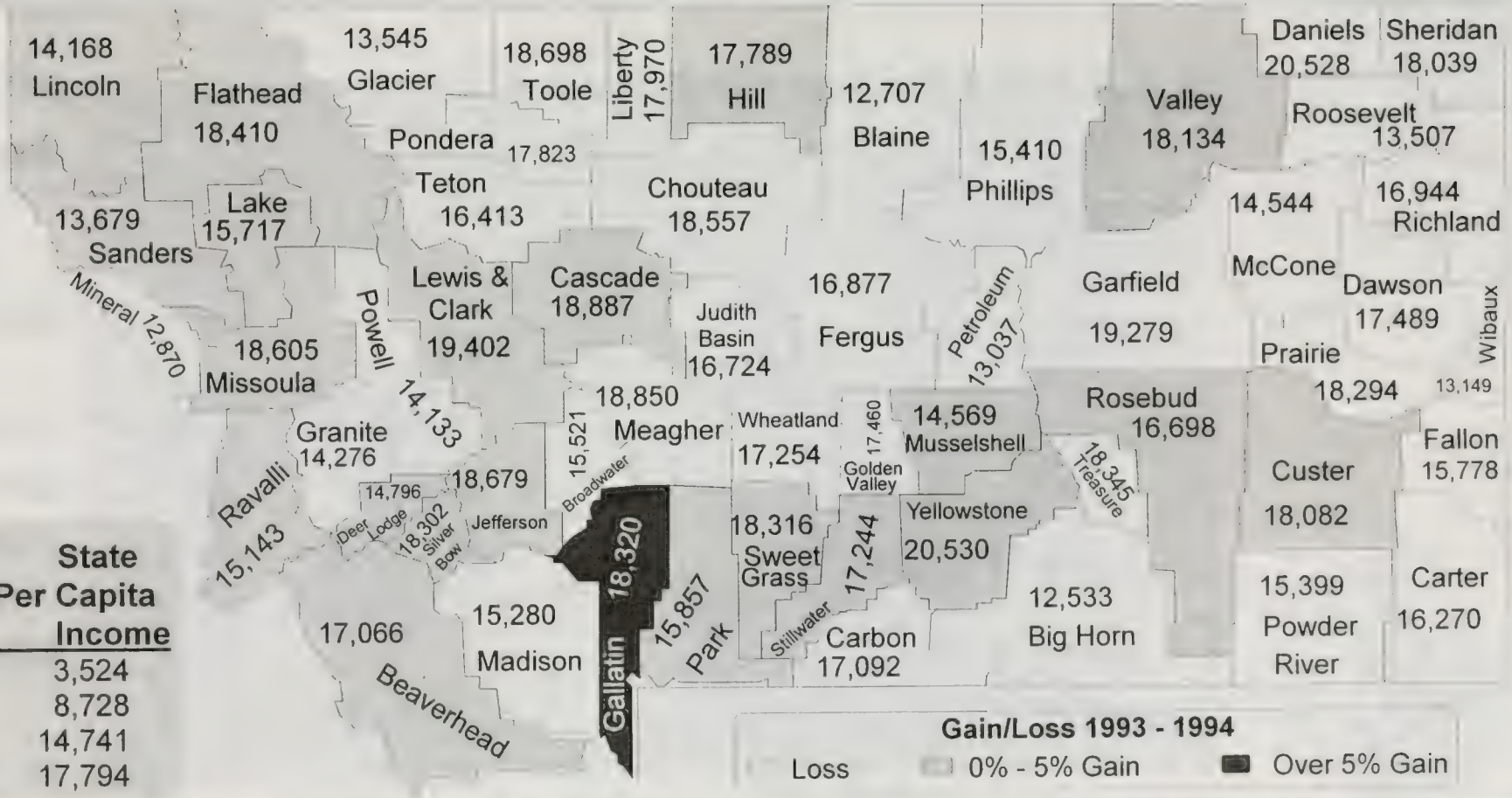
	Wage	
Year	Adj	Actual
1940	15,343	1,369
1950	18,769	2,883
1960	22,883	4,317
1970	24,890	6,155
1980	24,297	12,760
1990	21,469	17,884
1996	21,144	21,144

Since 1977 average wages for payroll jobs have not kept up with inflation.

*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income
1994



Year	State Per Capita Income
1970	3,524
1980	8,728
1990	14,741
1994	17,794

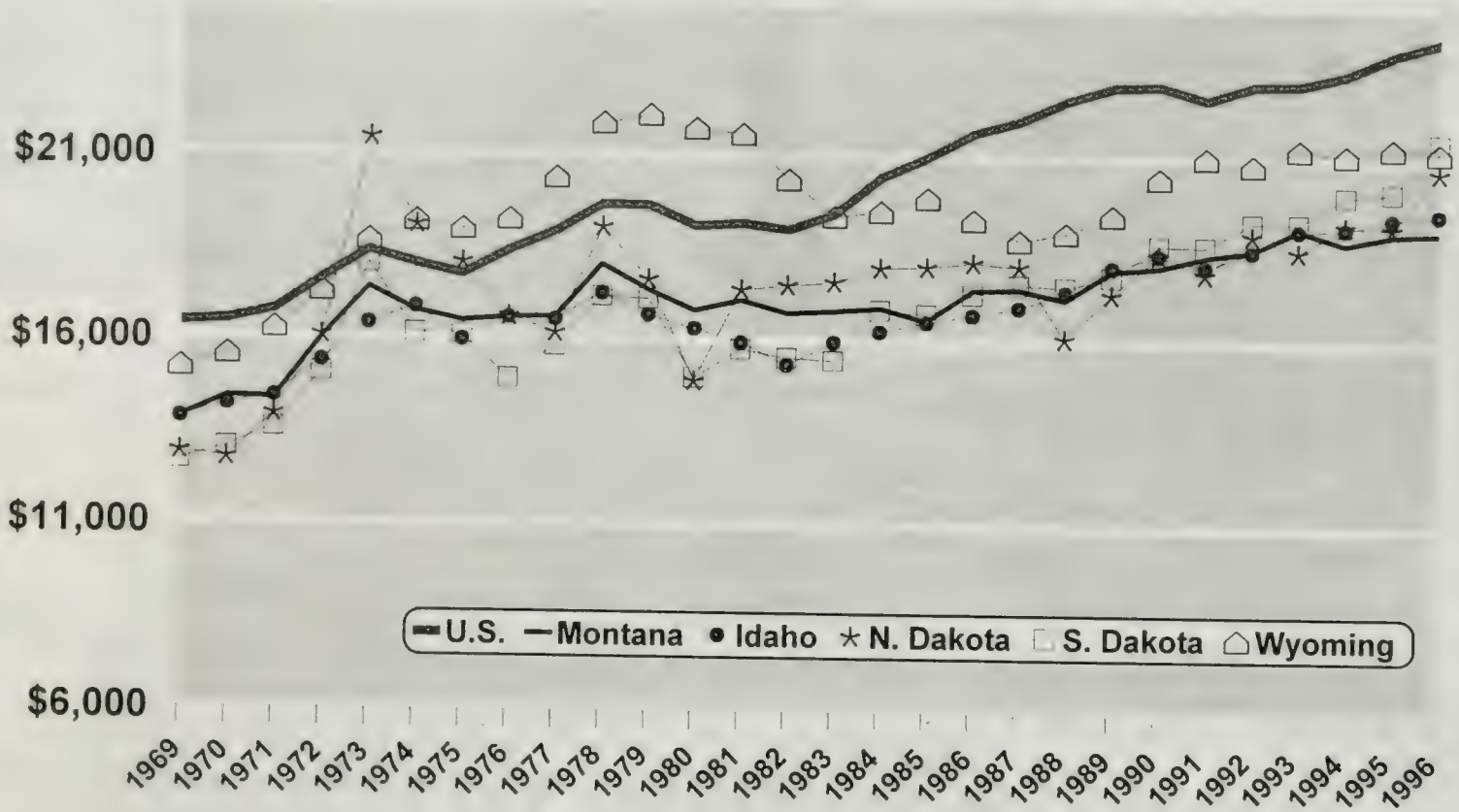
State Per Capita Income increased 0.9% over 1993; smaller increase due to a general decline in Ag income.

- Highest: Yellowstone $20,530
- Lowest: Big Horn $12,533
- Closest to State Average: Hill $17,789

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled and Adjusted by Montana Department of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

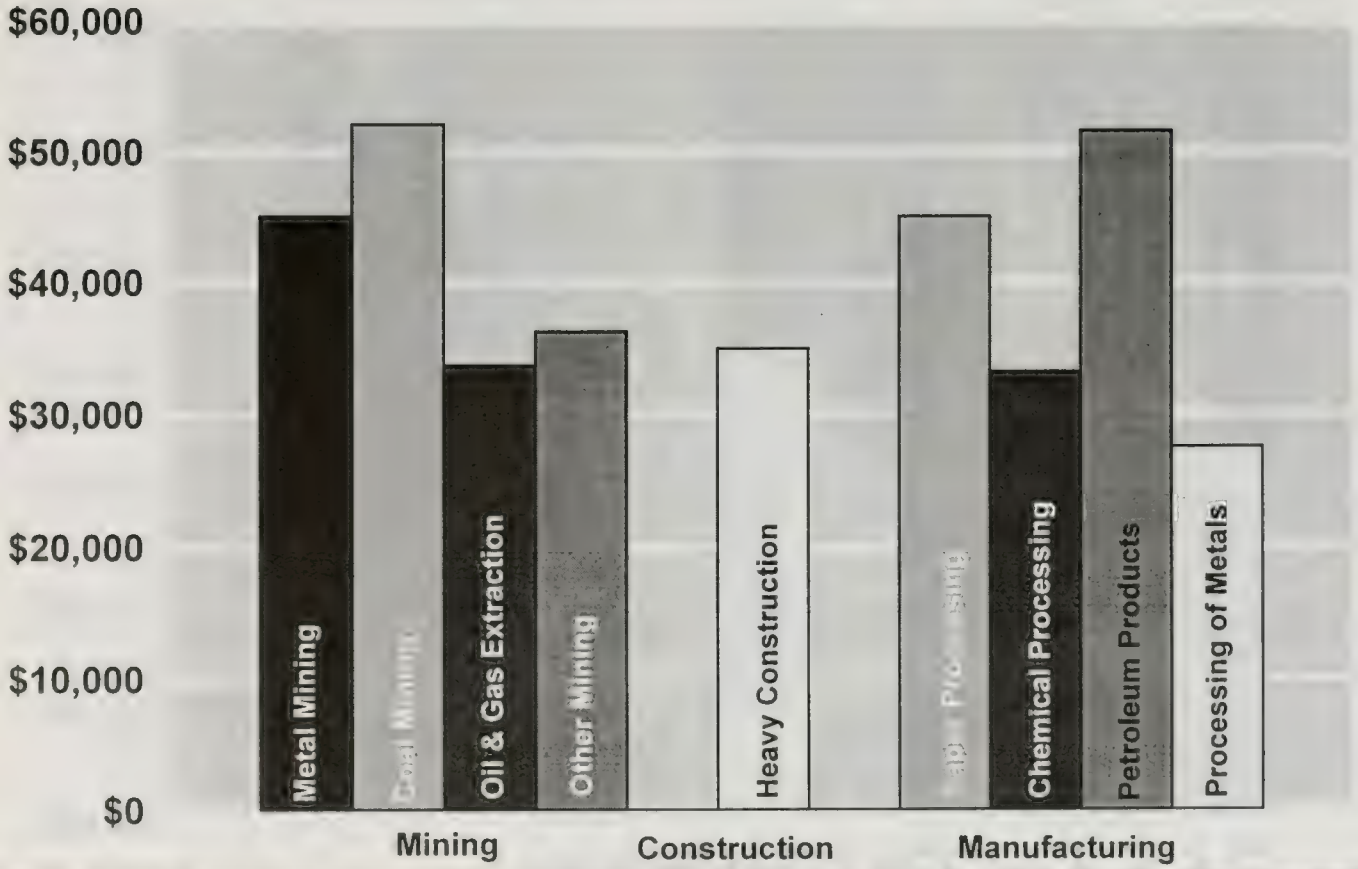
1969 - 1996 Adjusted for Inflation (1996 dollars)



Montana ranked 46th in the nation for 1996, according to preliminary data.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

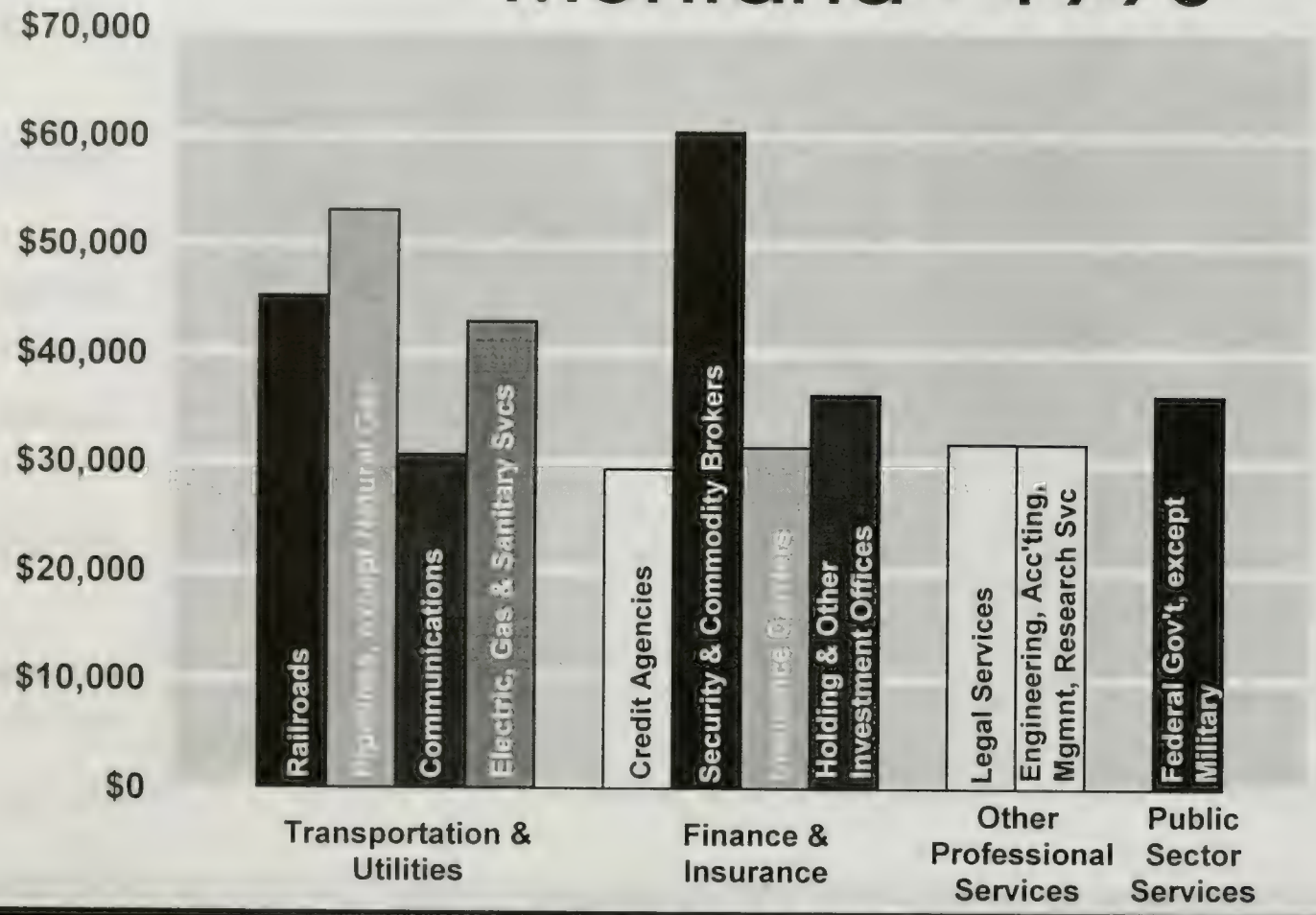
High-Wage,* Goods-Producing Industries Montana - 1996



*A high-wage industry is one with annual wages above the 1996 national average of about $29,000.

Data from ES-202 (Covered Employment) Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

High-Wage,* Service-Type Industries Montana - 1996

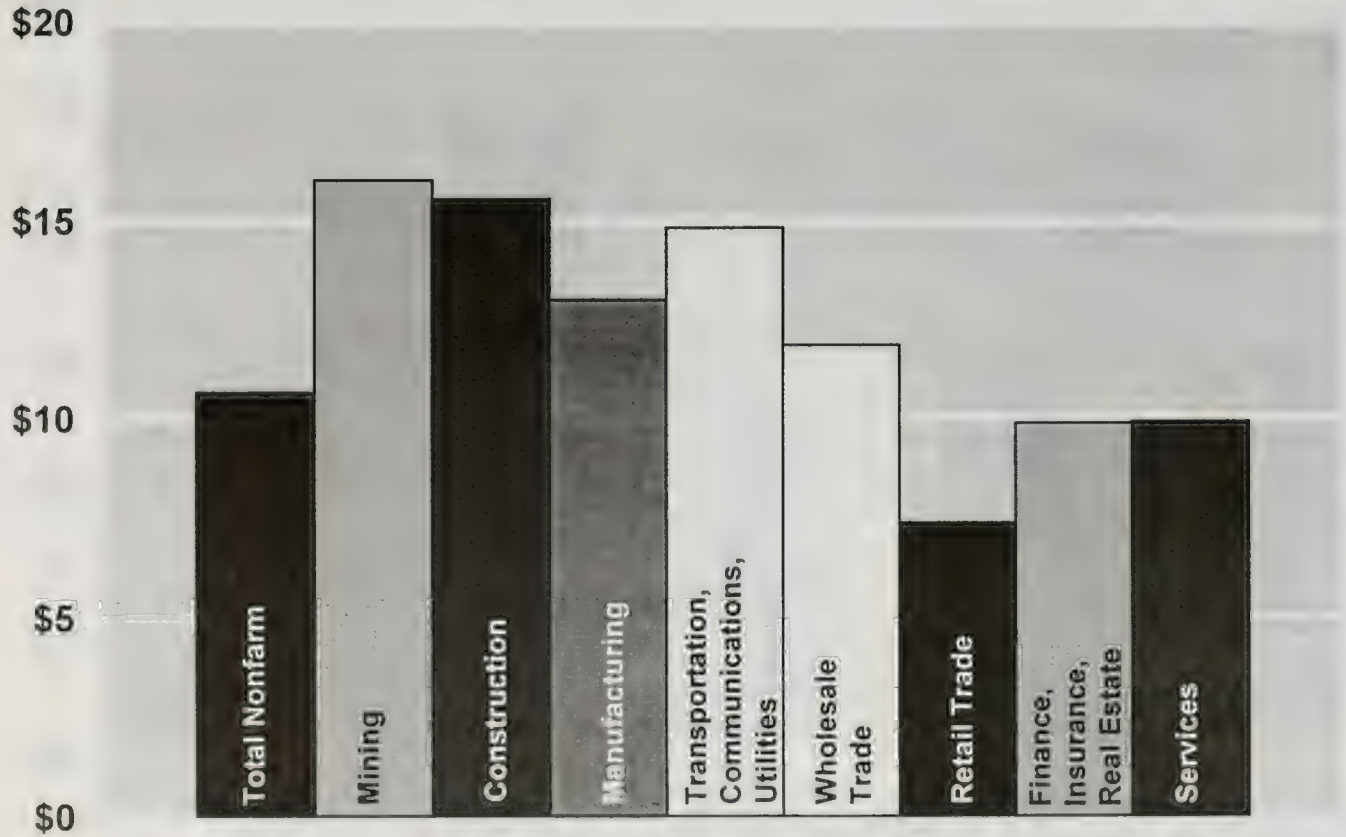


*A high-wage industry is one with annual wages above the 1996 national average of about $29,000.

Data from ES-202 (Covered Employment) Series; U.S. Bureau of Economic Analysis for railroads
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

1996 Annual Average Hourly Earnings

Montana Private Nonfarm Nonsupervisory Jobs



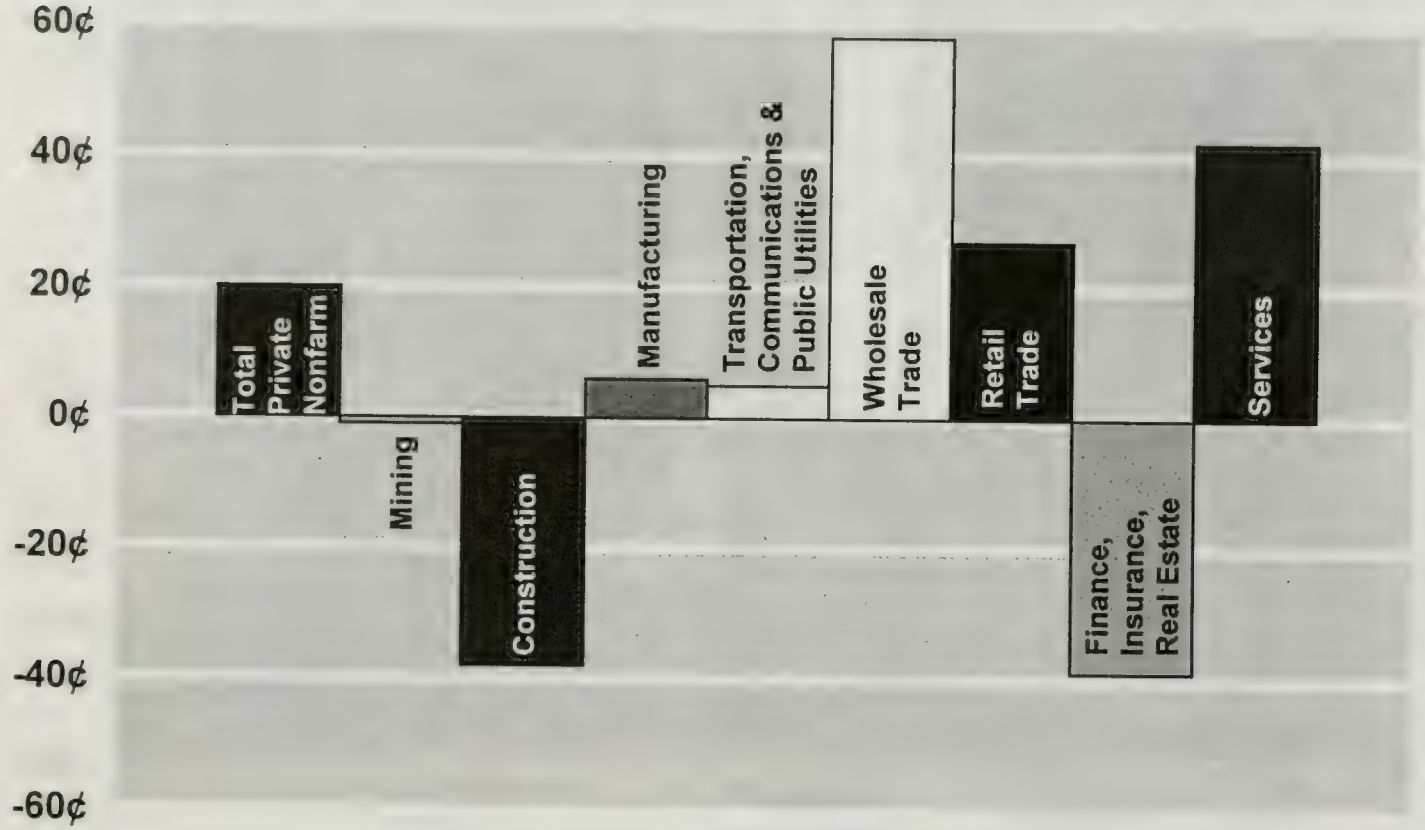
Hourly pay in Mining ($16.01) and Construction ($15.54) is more than twice that in Retail Trade ($7.38).

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Hourly Earnings

1995 - 1996

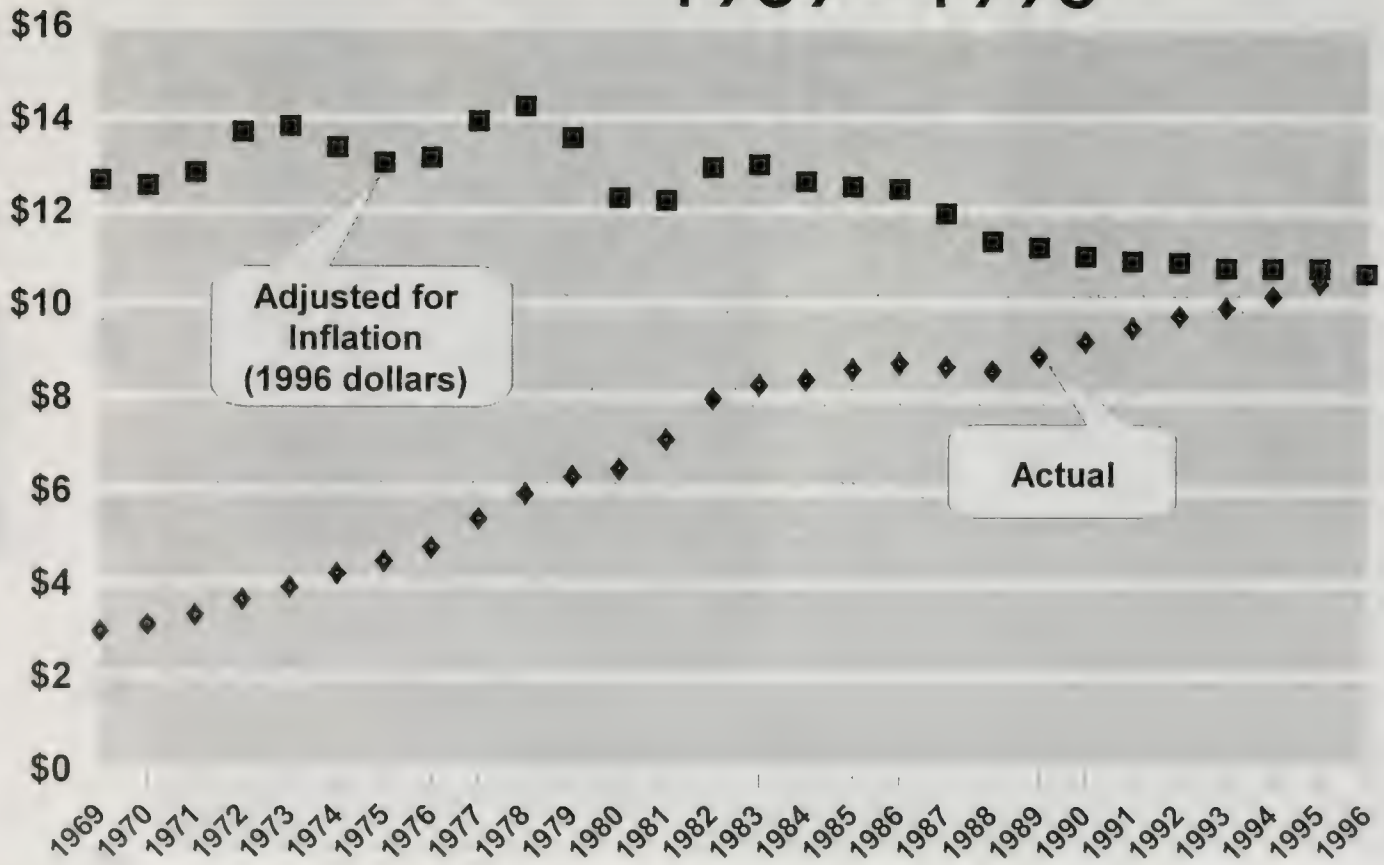
Montana Private Nonfarm Nonsupervisory Jobs



The largest increase was in Wholesale Trade (+58¢).

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Hourly Earnings
Montana Private Nonfarm Nonsupervisory Jobs
1969 - 1996

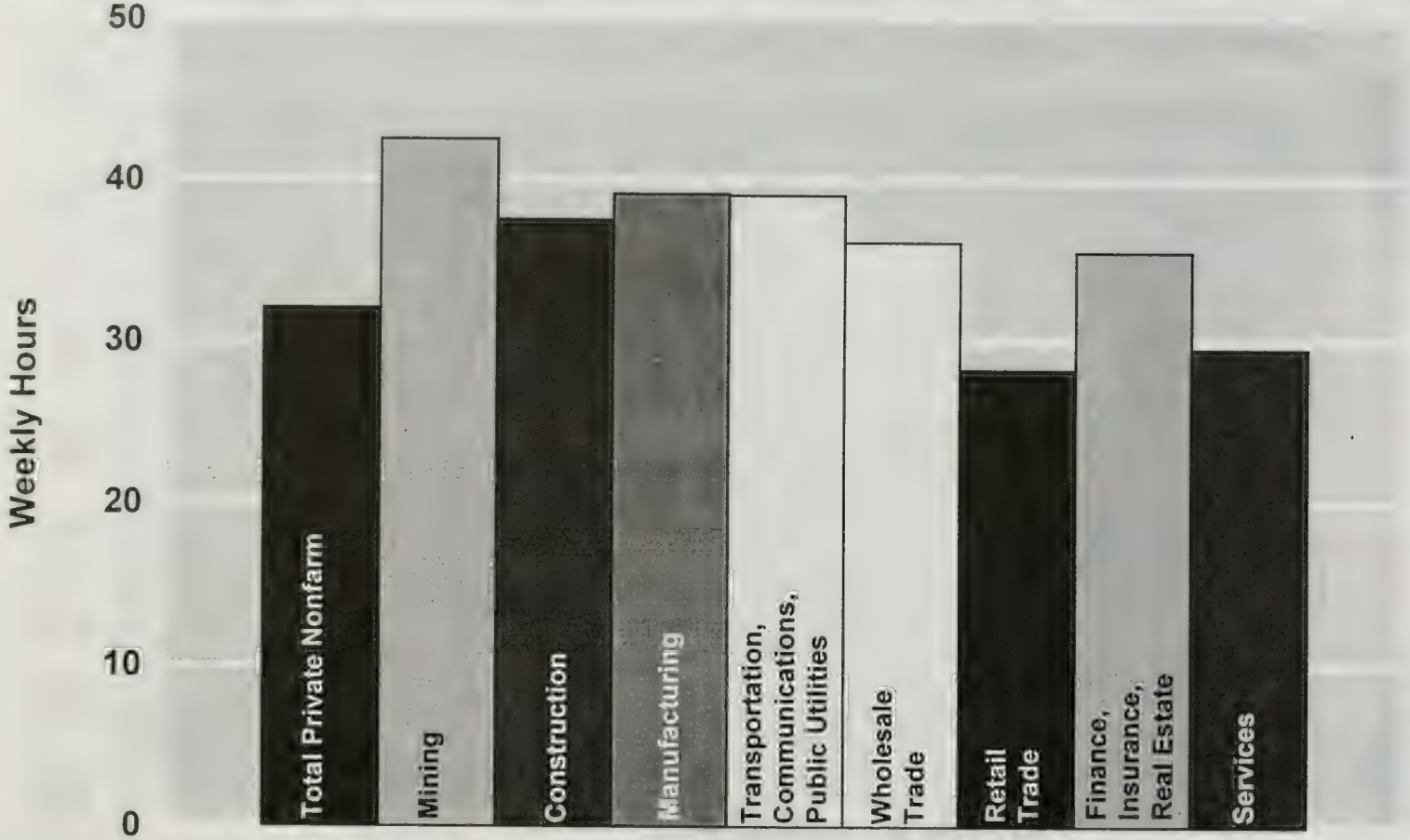


When adjusted for inflation, nonsupervisory workers' wages showed an 11-cent decrease between 1995 and 1996.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

1996 Annual Average Weekly Hours

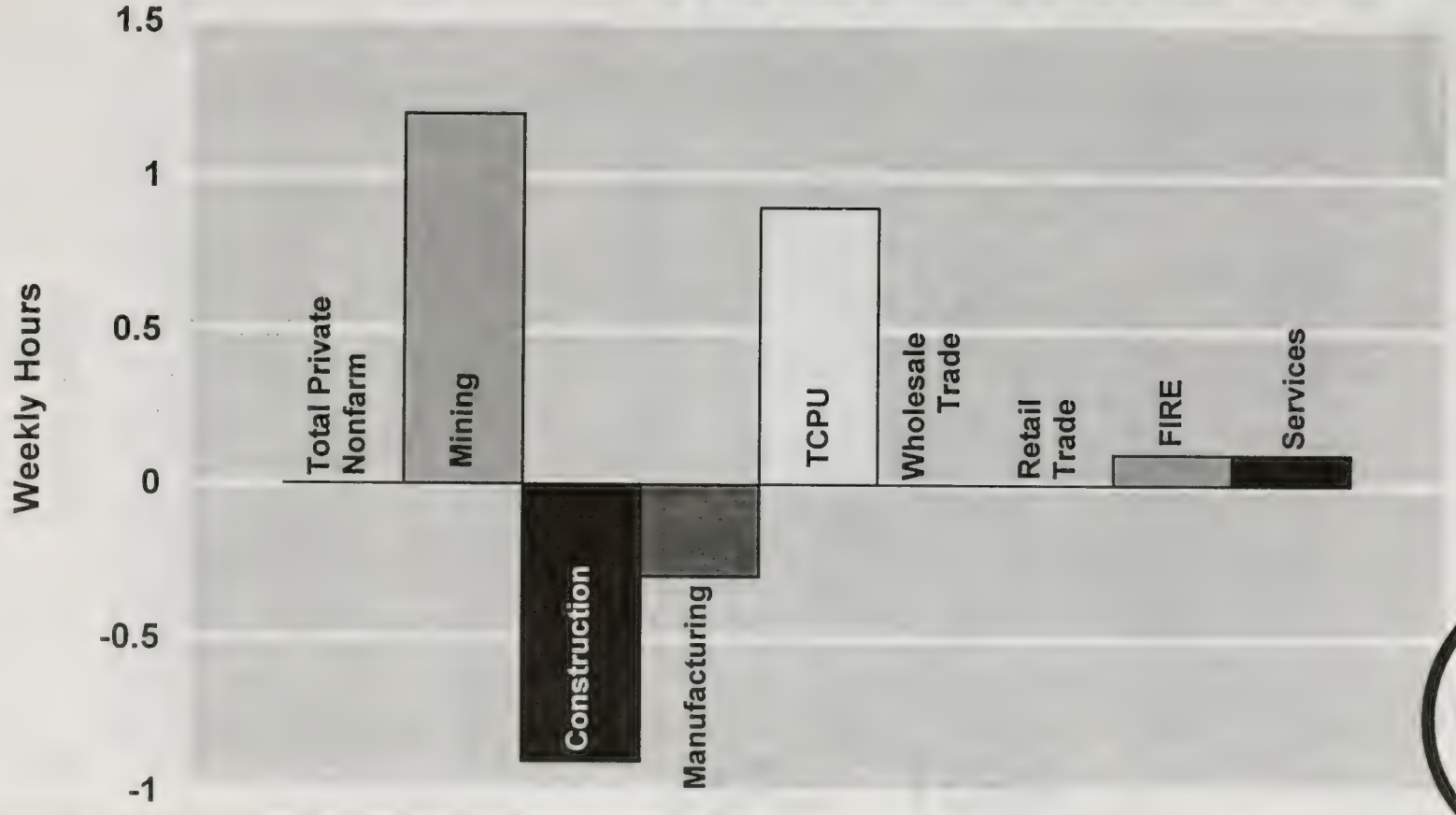
Montana Private Nonfarm Nonsupervisory Jobs

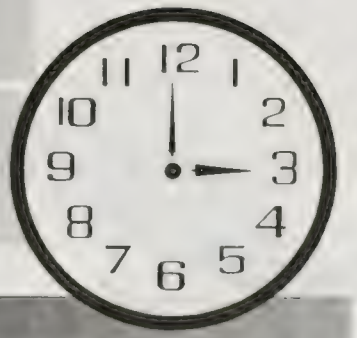


Retail Trade and Services have a greater percentage of part-time workers than other sectors.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Weekly Hours
1995 - 1996
Montana Private Nonfarm Nonsupervisory Jobs



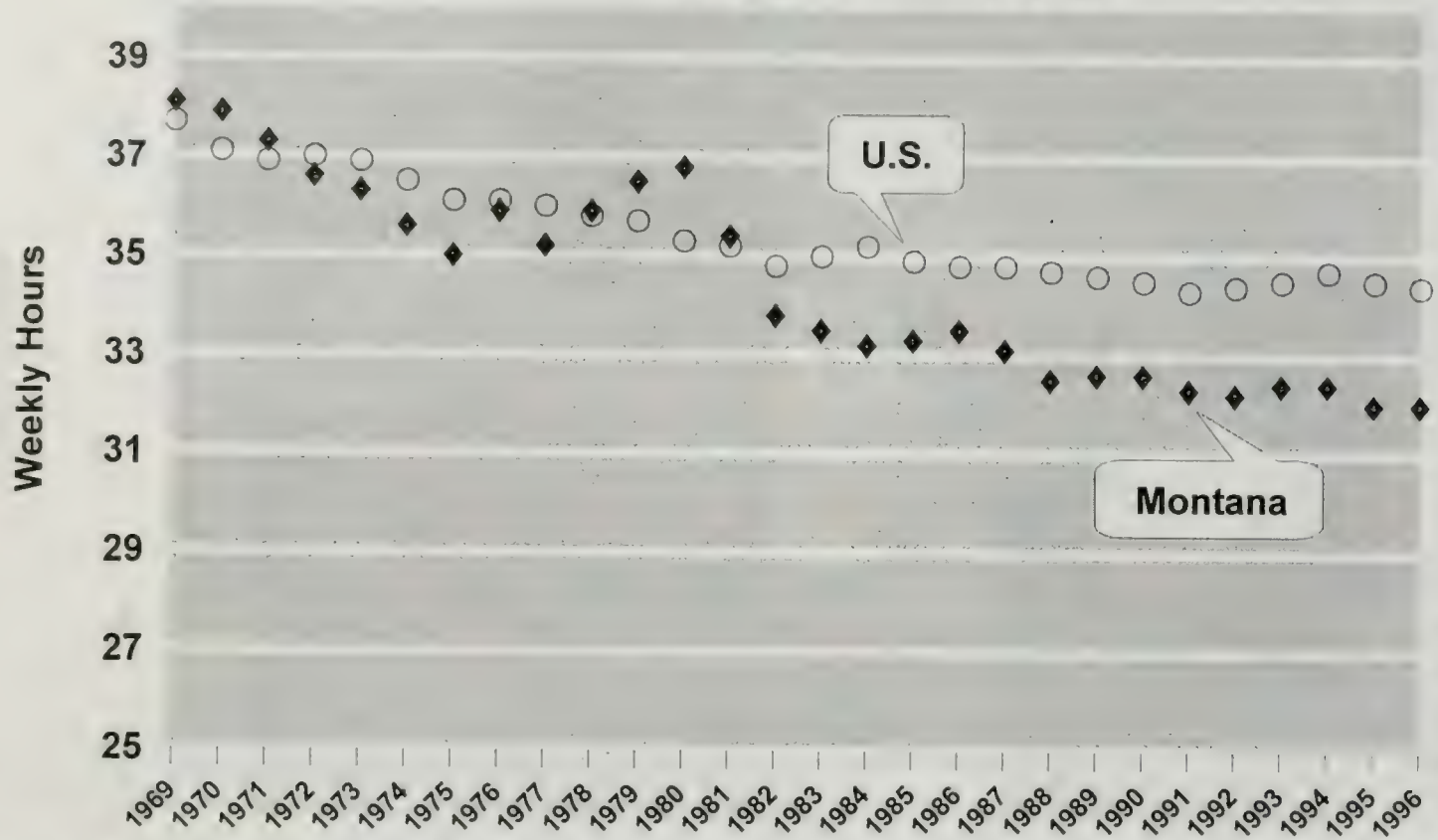


Average weekly hours for total private nonfarm nonsupervisory jobs showed no change.

TCPU = Transportation, Communications, Public Utilities
FIRE = Finance, Insurance, Real Estate

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Weekly Hours
Private Nonfarm Nonsupervisory Jobs
1969 - 1996



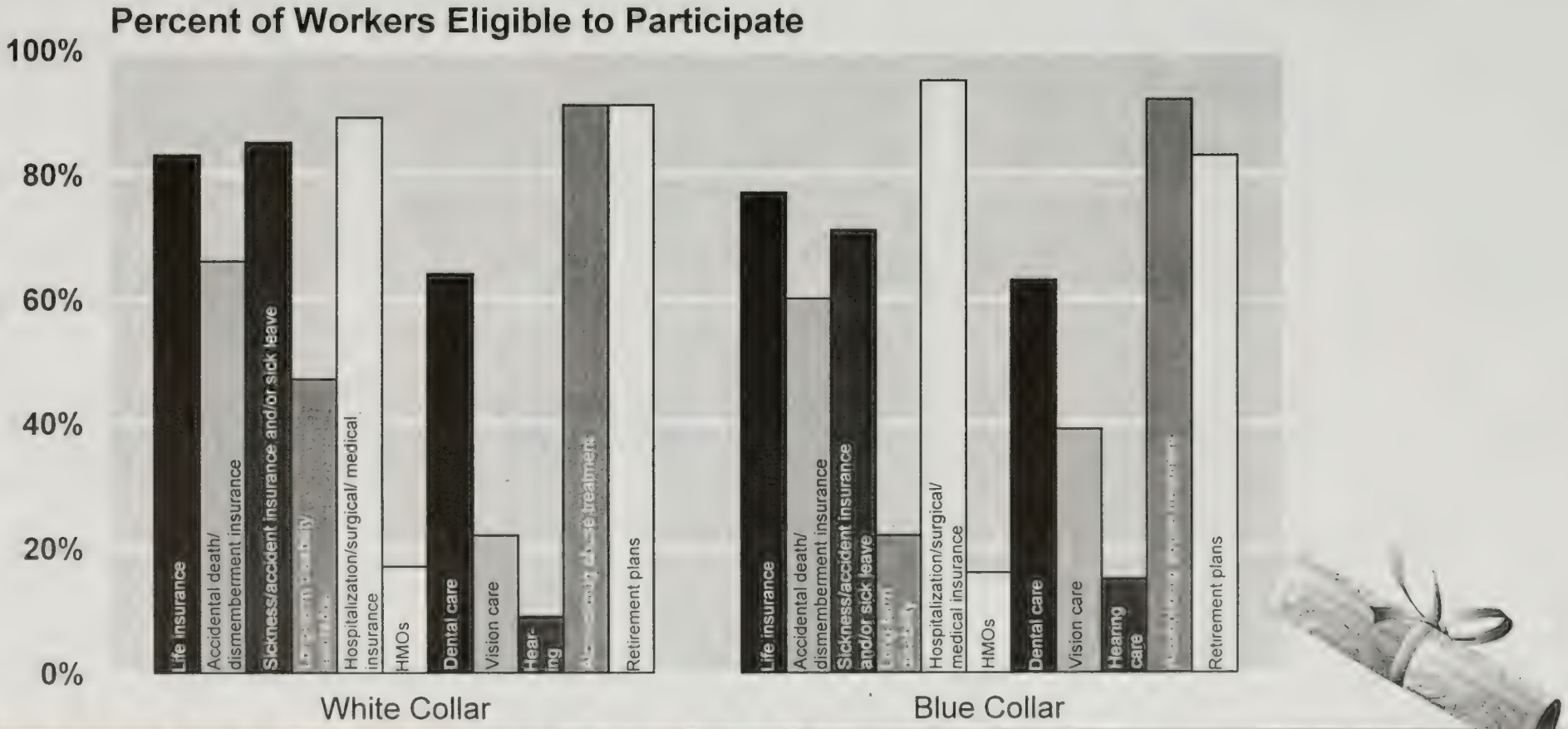
Both Montana & the U.S. are moving toward more part-time employment for nonsupervisory workers.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Insurance, Health & Retirement Plans*

Montana - September 1993

Offered to Full-Time Workers in Businesses with More than 50 Employees



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefits.

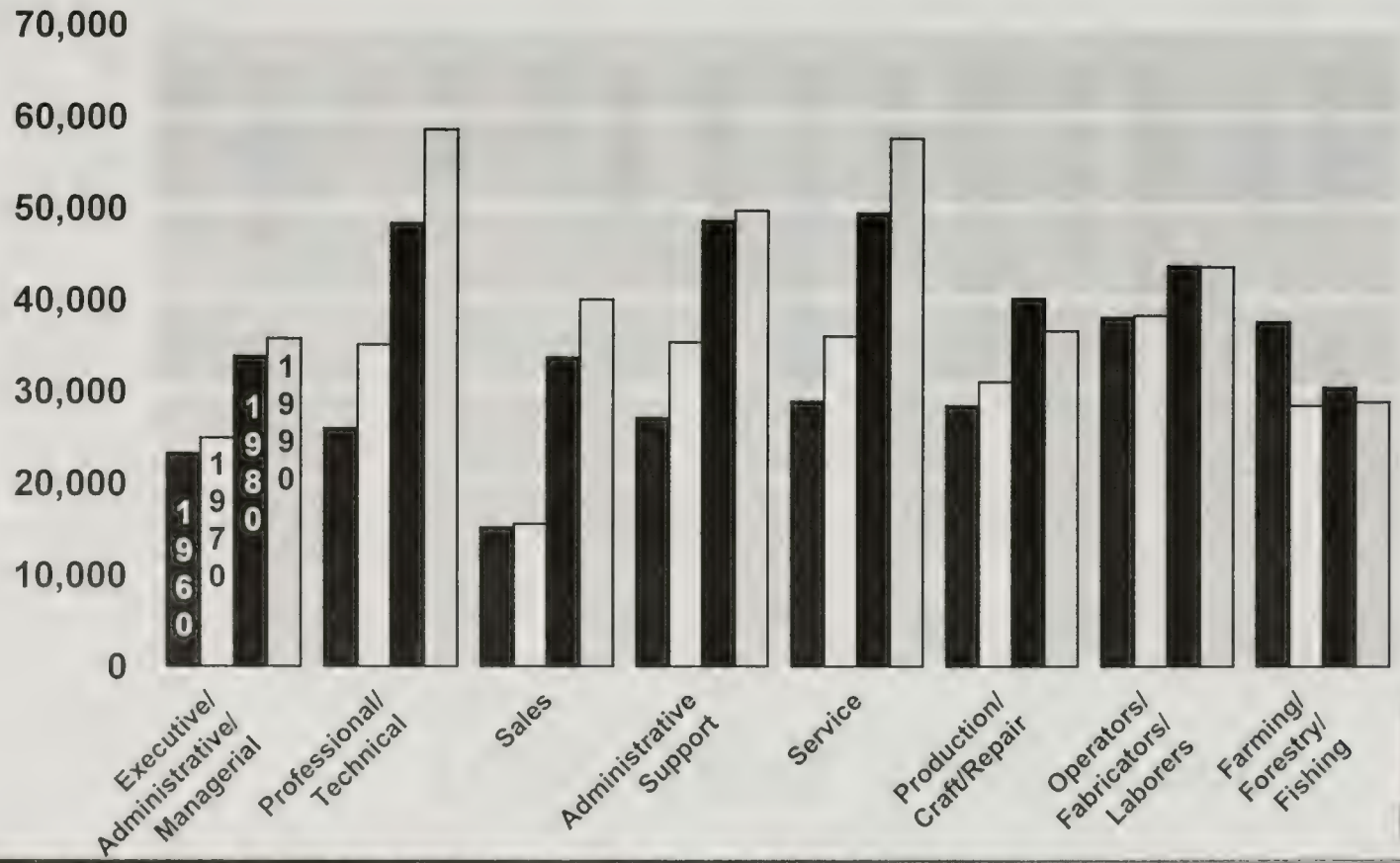
*Benefit plans may be partially or totally paid by the employer.

Data from Bureau of Labor Statistics Occupational Compensation Survey
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Profile of the Montana Worker

What We Do . . .

Occupations of Montana Workers
1960, 1970, 1980, 1990

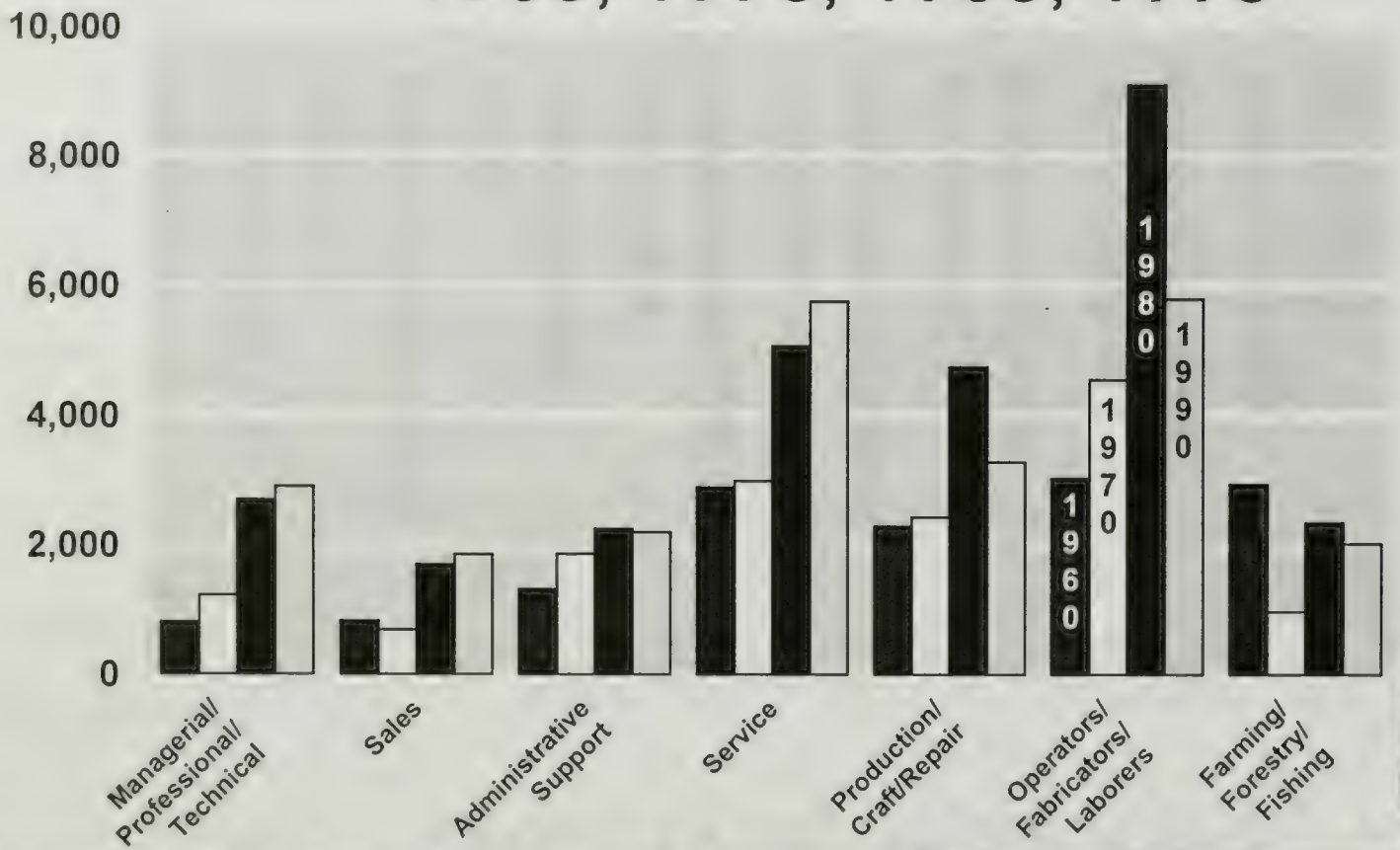


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations.

Data from 1960, 1970, 1980, 1990 Census
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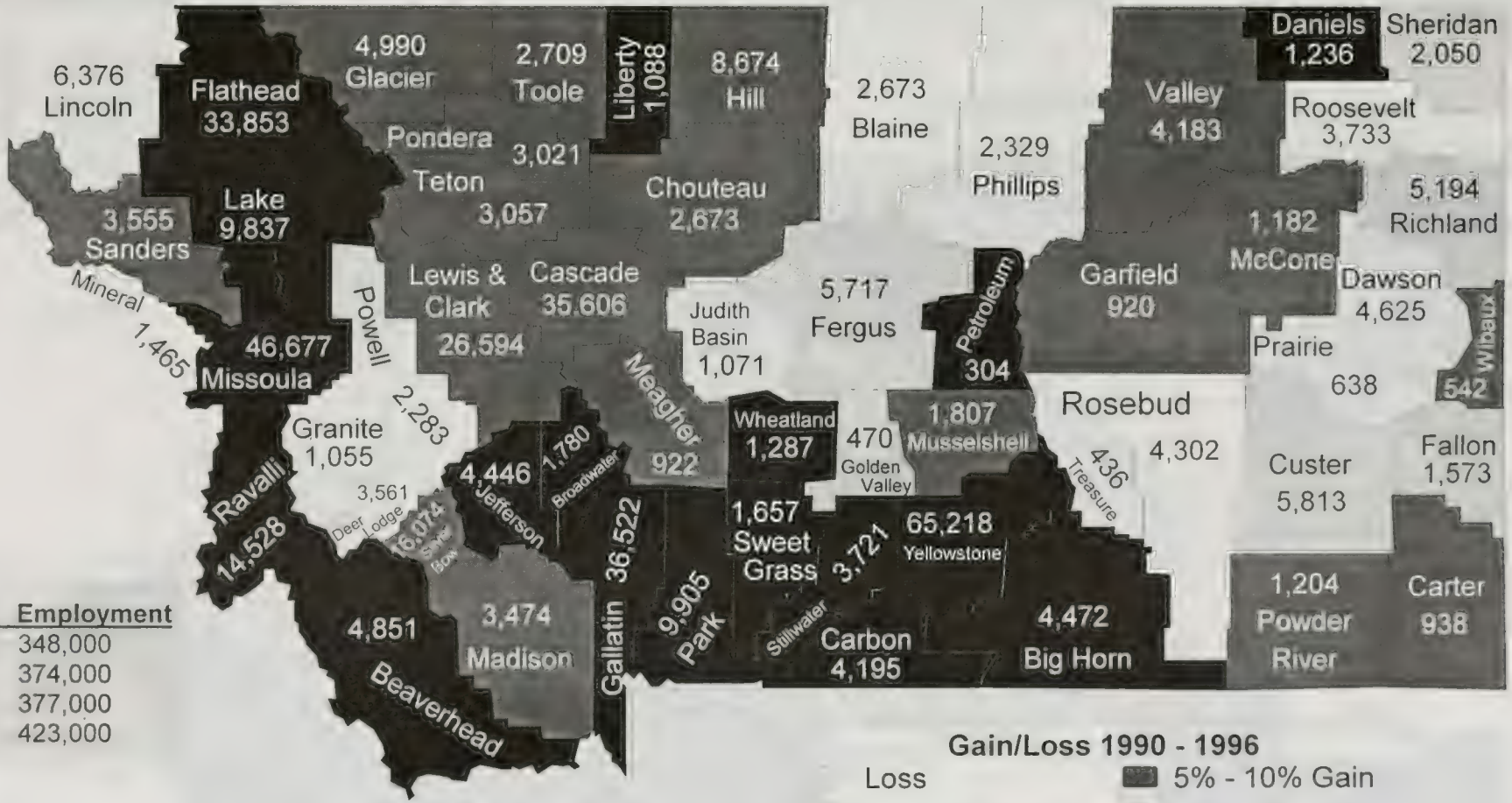
Where We Work . . .

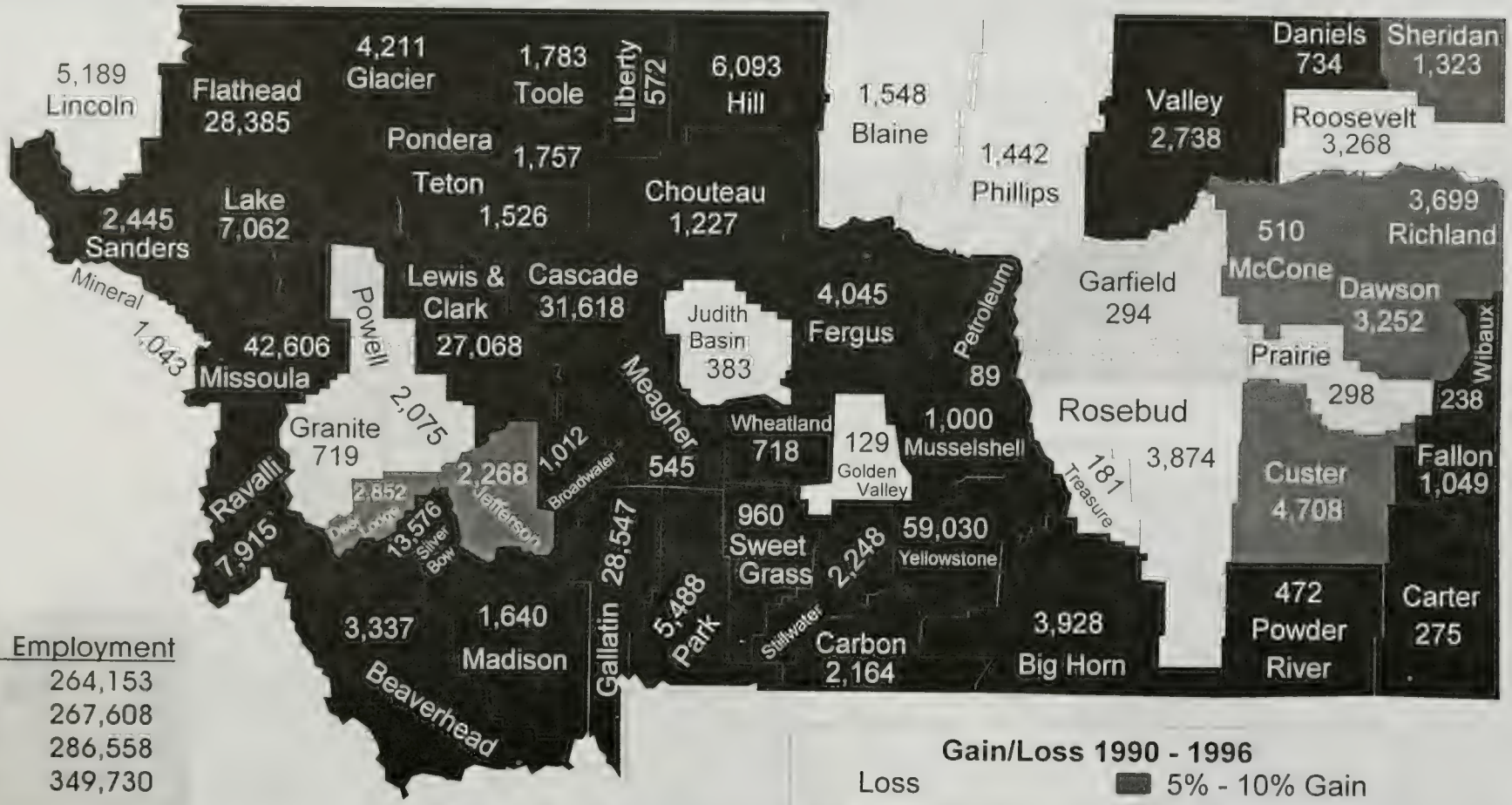
Annual Average Total Employment
1996



43 of 56 counties showed growth **State Employment Total: 423,000** **Gain 1990 - 1996: +12.2%**

Data from Local Area Unemployment Statistics series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Covered Employment*
1996



Year	Employment
1980	264,153
1985	267,608
1990	286,558
1996	349,730

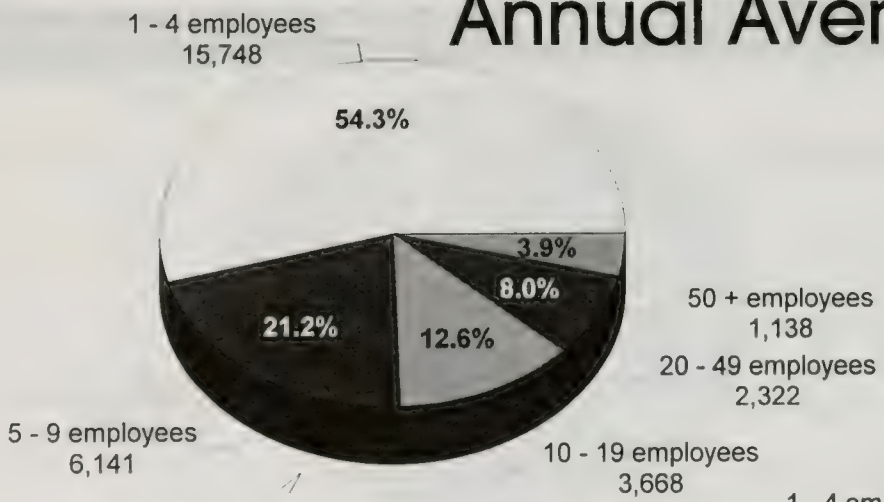
Gain/Loss 1990 - 1996

- Loss
- 0% - 5% Gain
- 5% - 10% Gain
- over 10% Gain

47 of 56 counties showed growth **State Employment Total: 349,730** **Gain 1990 - 1996: +22.05%**

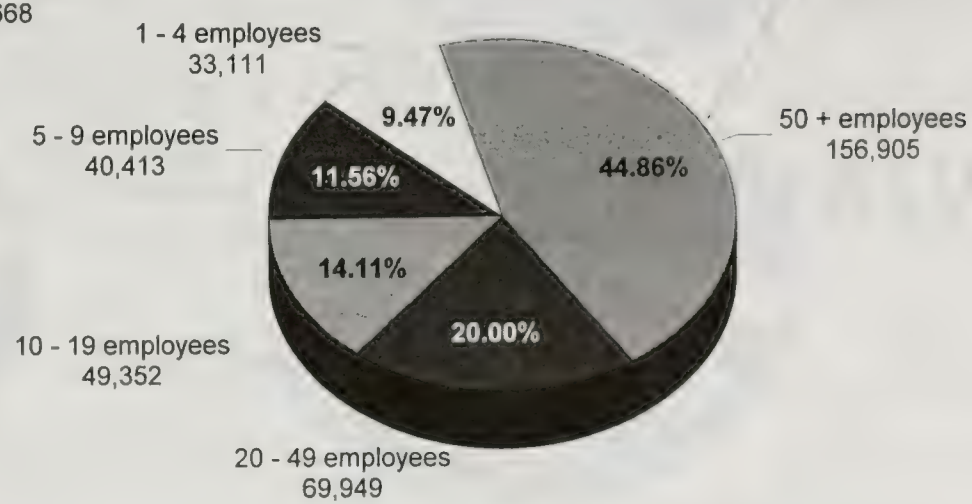
Data from ES-202 (Covered Employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau
*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Montana Employment* by Work Site Size
Annual Average 1996



Number of Employees

- Almost half of Montana's employees work at less than 4% of the work sites (those with 50+ employees).
- 65% of Montana's employees work at 12% of Montana's work sites.



Number of Business Work Sites

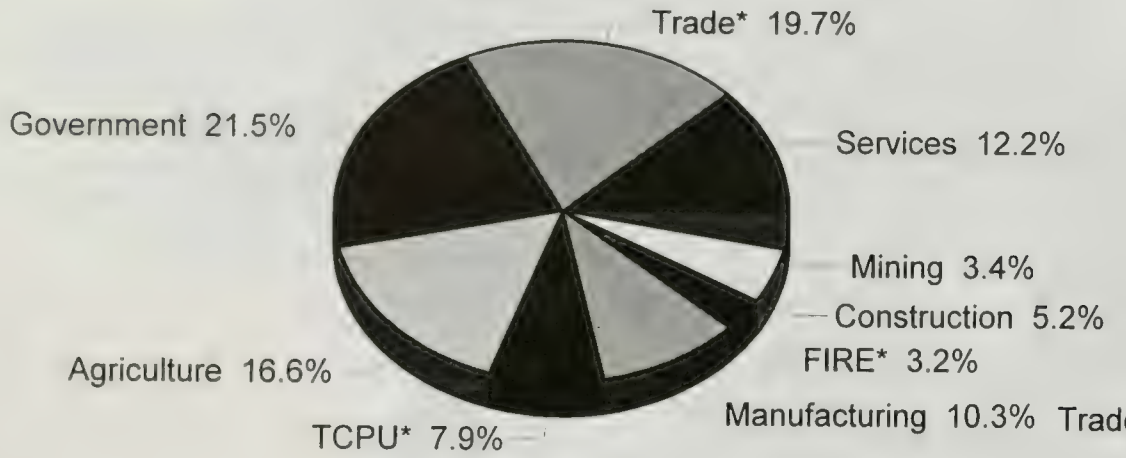
- Over half of Montana's business work sites have fewer than 5 employees.
- Almost 90% of Montana's business work sites have fewer than 20 employees.
- Less than 4% of Montana's business work sites have 50 or more employees.

From 1995 to 1996 there was a net annual average increase of 986 work sites and 10,460 employees.

***Covered employment includes government, but excludes railroads, self-employed and most ag employment.**

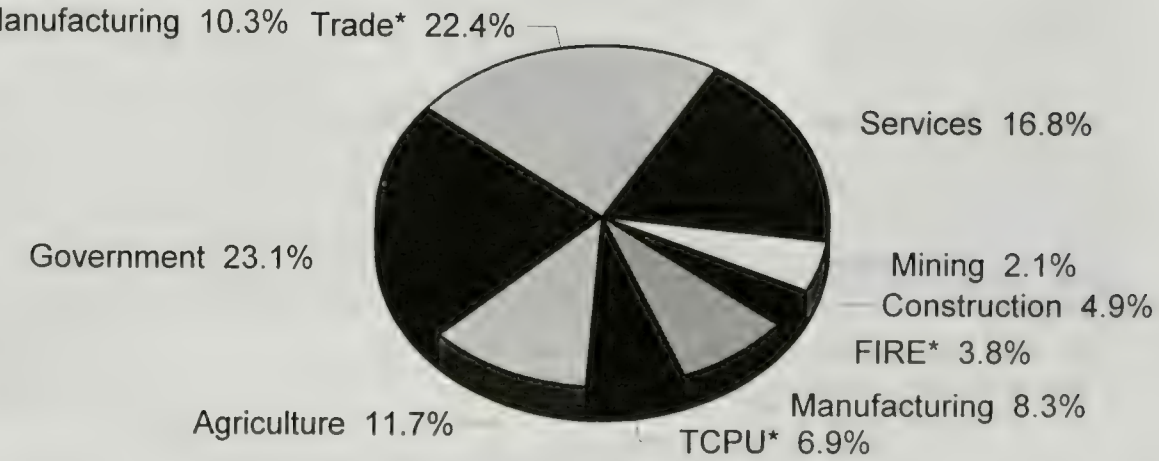
Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Employment



1966

1976

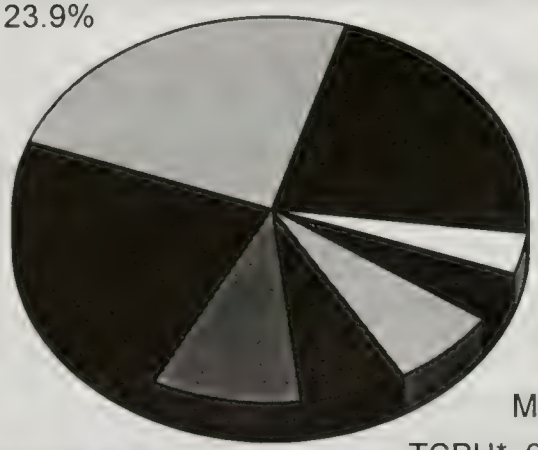


Agriculture, mining, construction, manufacturing and TCPU dropped as a percent of total employment.

*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

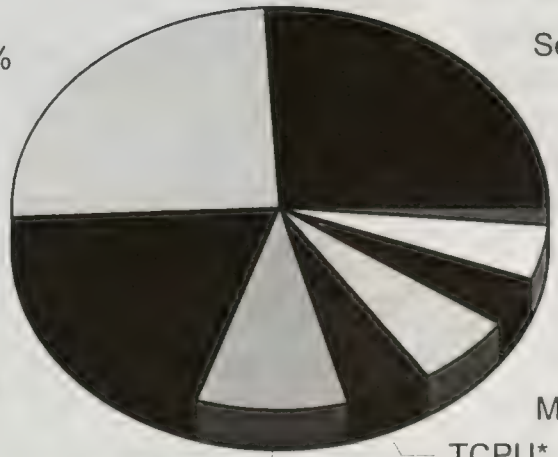
Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Employment



1986

1996



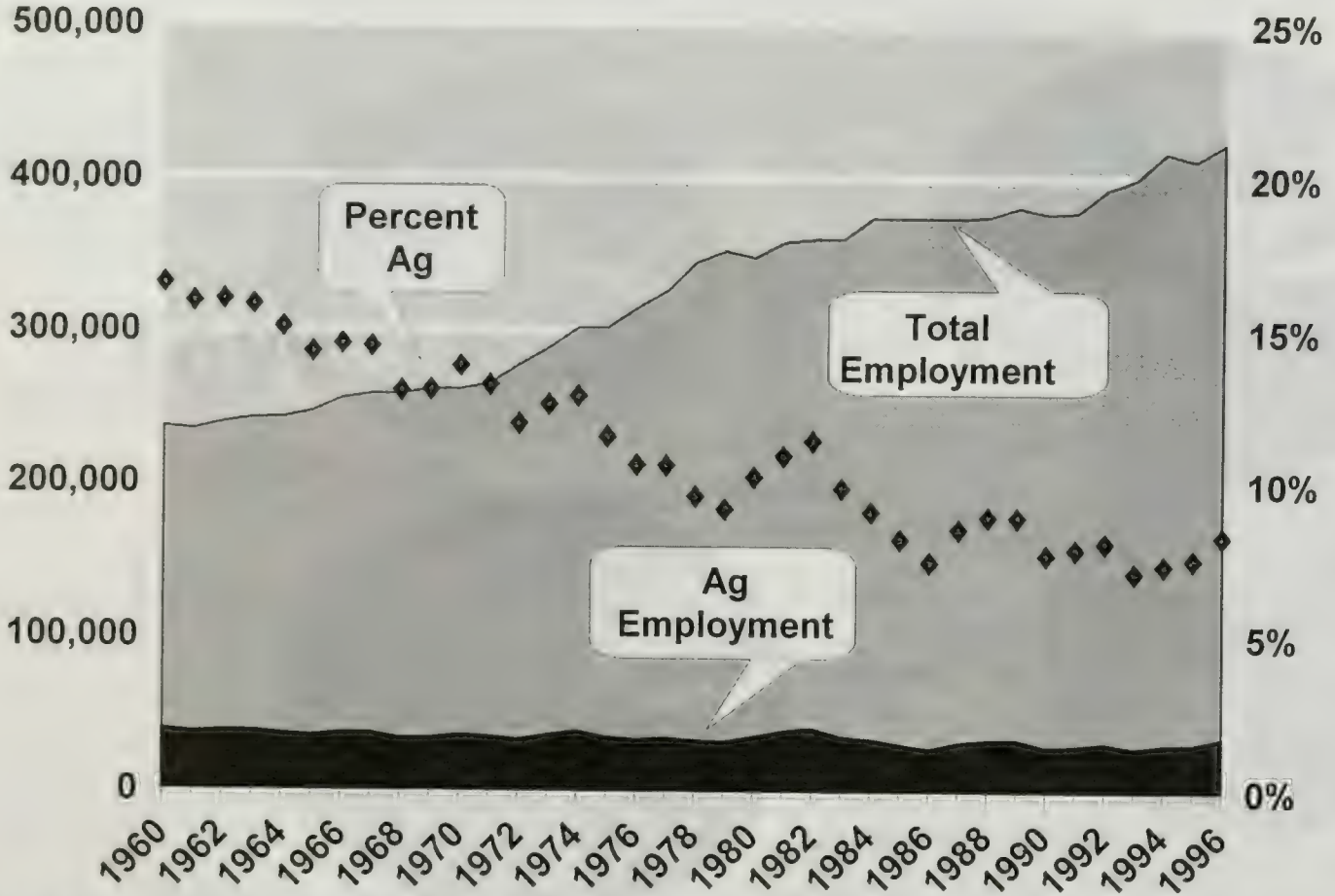
Government employment dropped as a percent of total employment between 1986 and 1996.

*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Agriculture Employment

1960 - 1996 Annual Averages



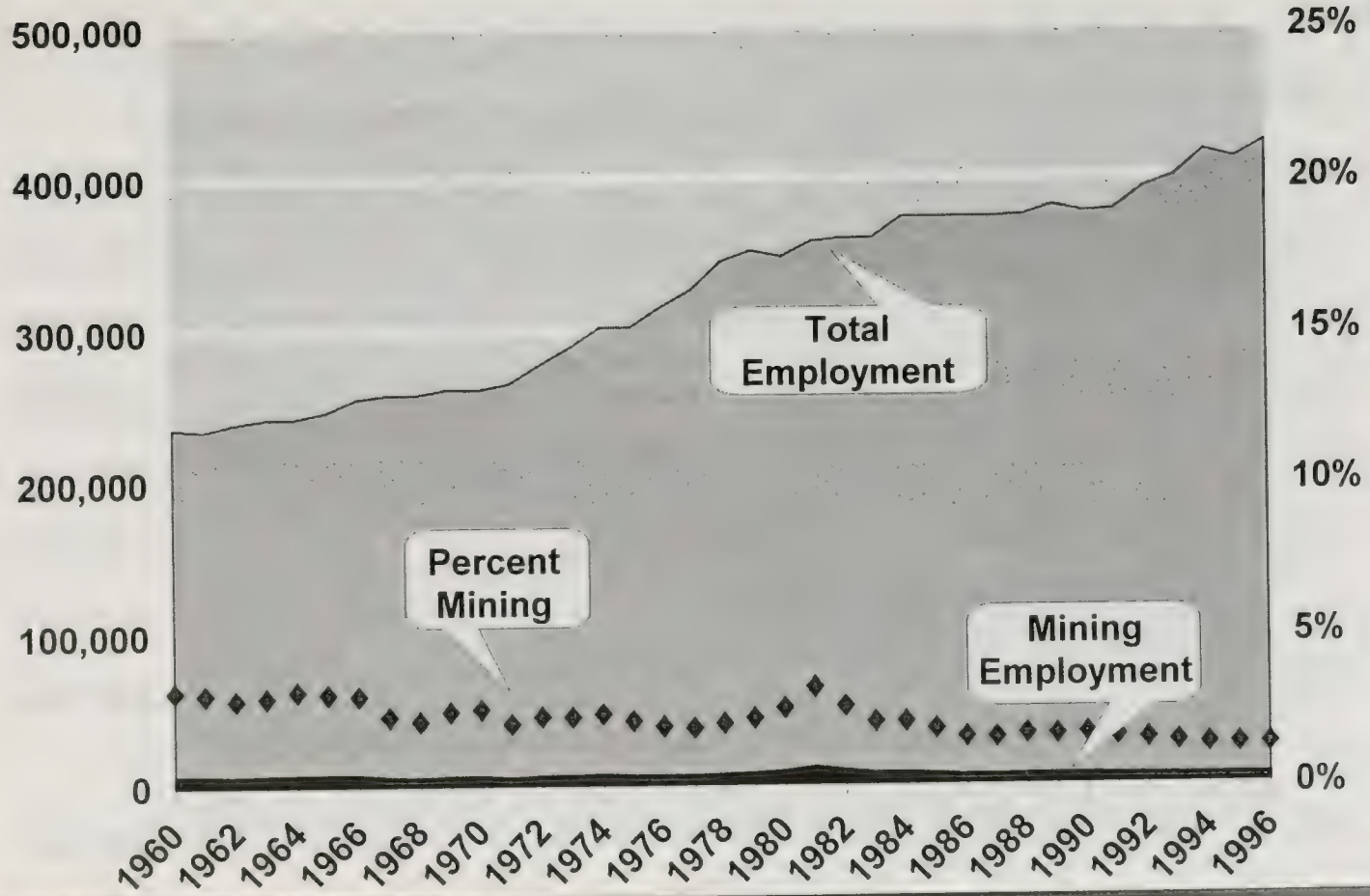
- Ag Production - crop
- Ag Production - livestock
- Ag Services - except veterinary and landscape/horticultural
- Forestry
- Fishing/Hunting/Trapping

Agricultural employment over time has declined both in absolute and relative terms.

Data from Local Area Unemployment Statistics
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Mining Employment

1960 - 1996 Annual Averages



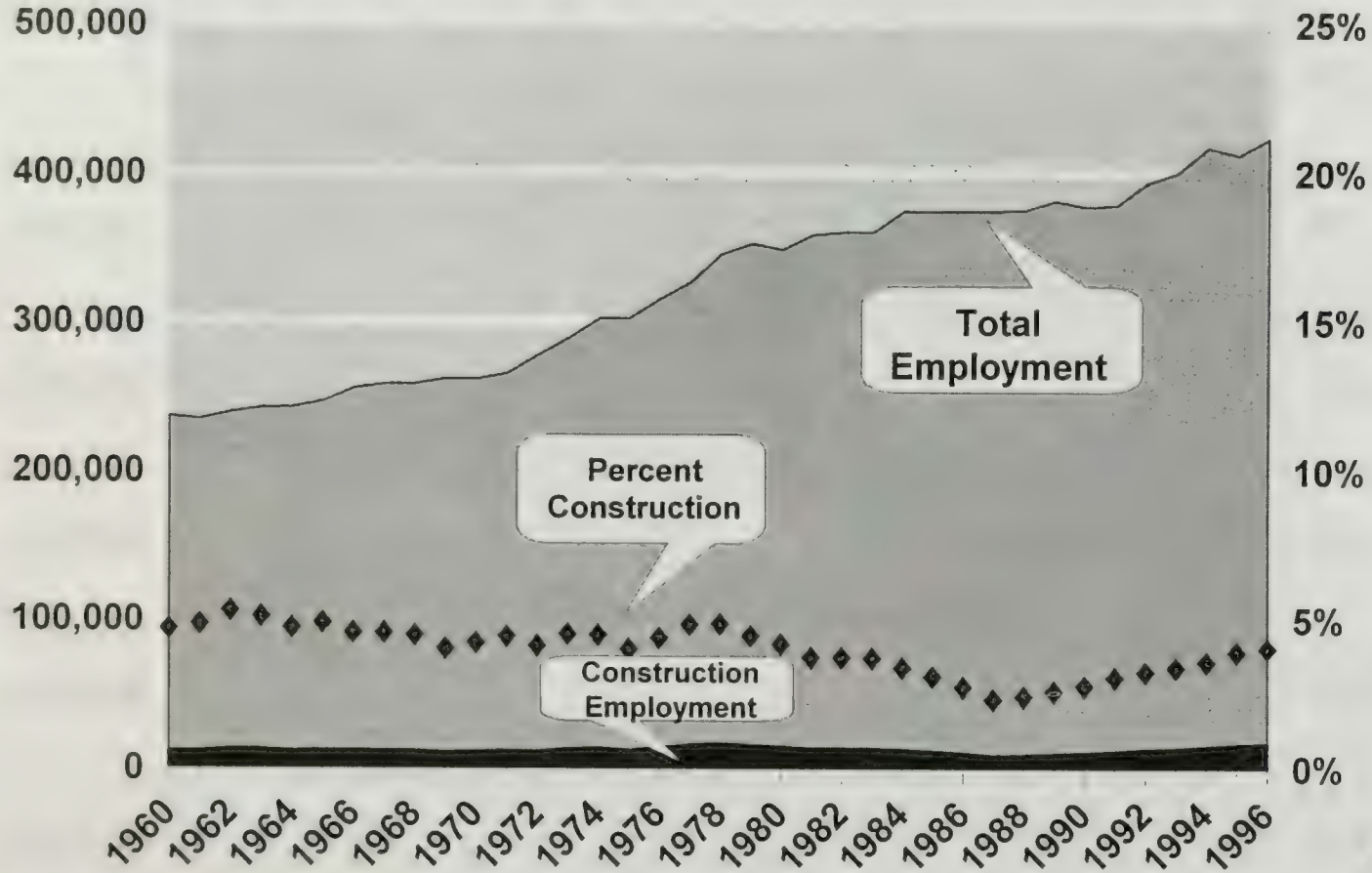
- Metal Mining
- Coal Mining
- Oil & Gas Extraction
- Nonmetallic Minerals

Mining employment has generally declined since 1960.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Construction Employment

1960 - 1996 Annual Averages



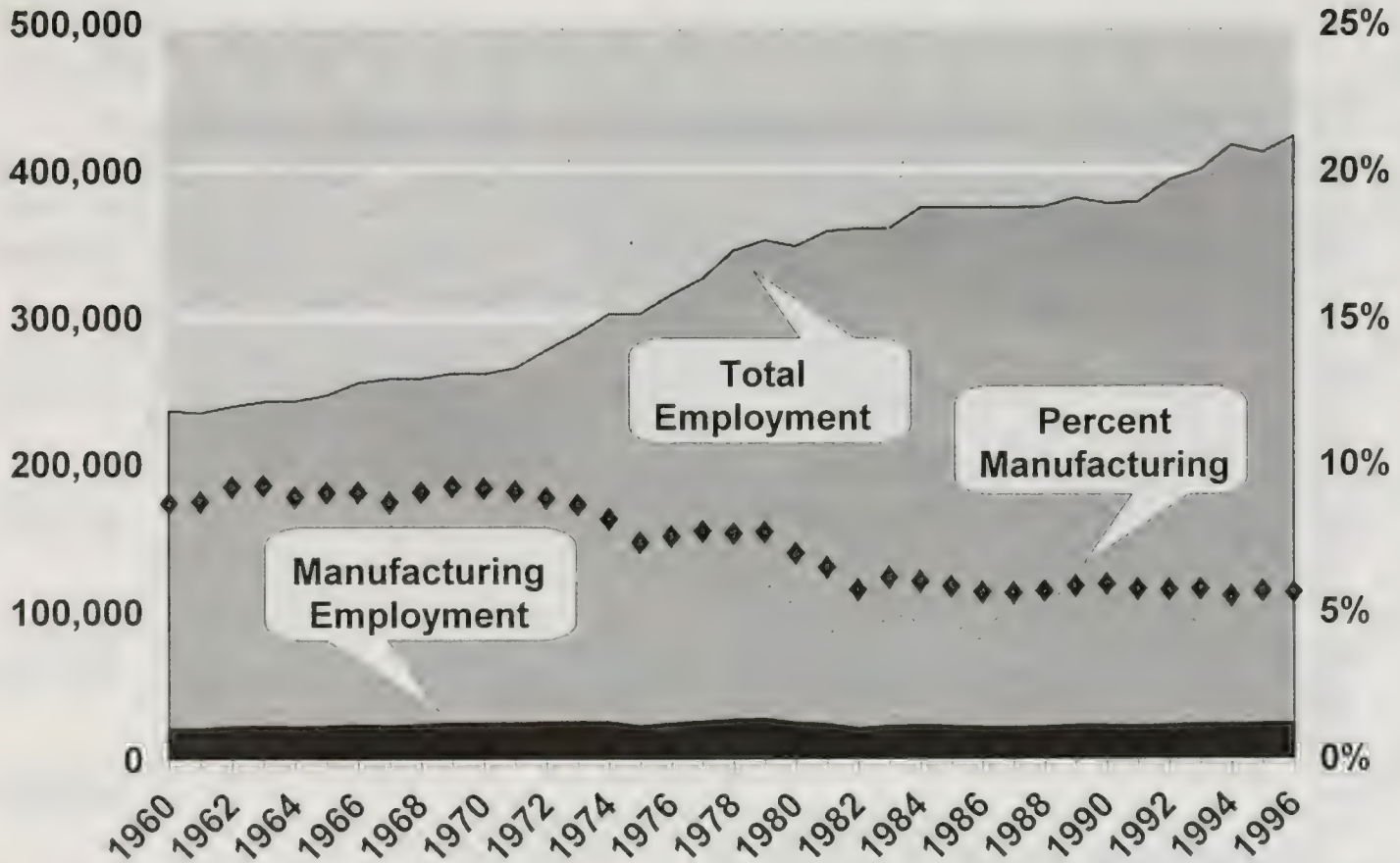
- General Building Contractors
- Heavy Construction
- Special Trade Contractors

Construction employment increases since 1990 have been largely fueled by population growth.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Manufacturing Employment

1960 - 1996 Annual Averages



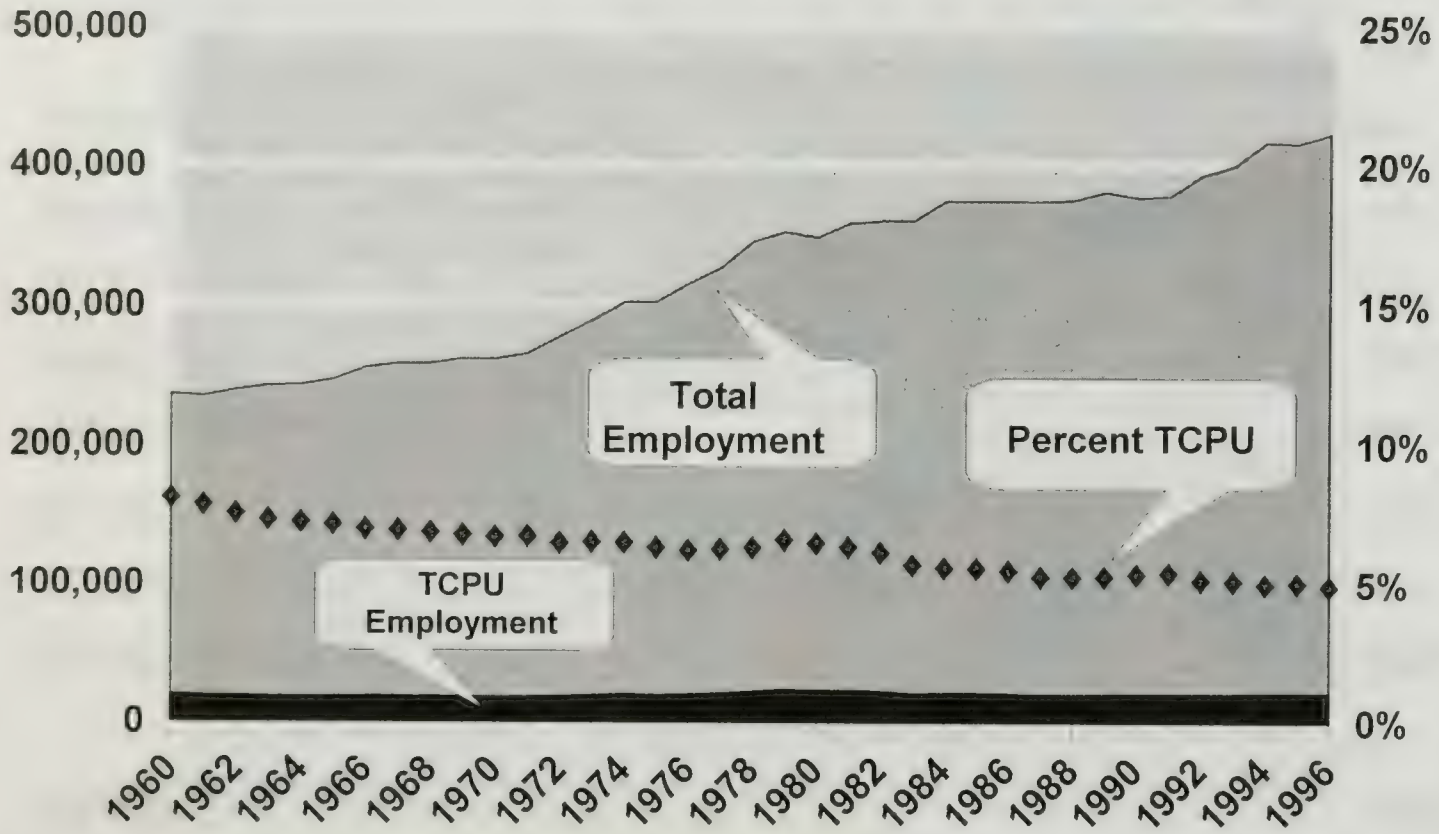
- Durable Goods Production - includes Lumber & Wood Products and Equipment Industries
- Nondurable Goods Production - includes Food & Kindred Products and Printing & Publishing

Sporting goods manufacturing, industrial machinery and printing/publishing have increased in importance over time

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Transportation, Communications and Public Utilities Employment (TCPU)

1960 - 1996 Annual Averages



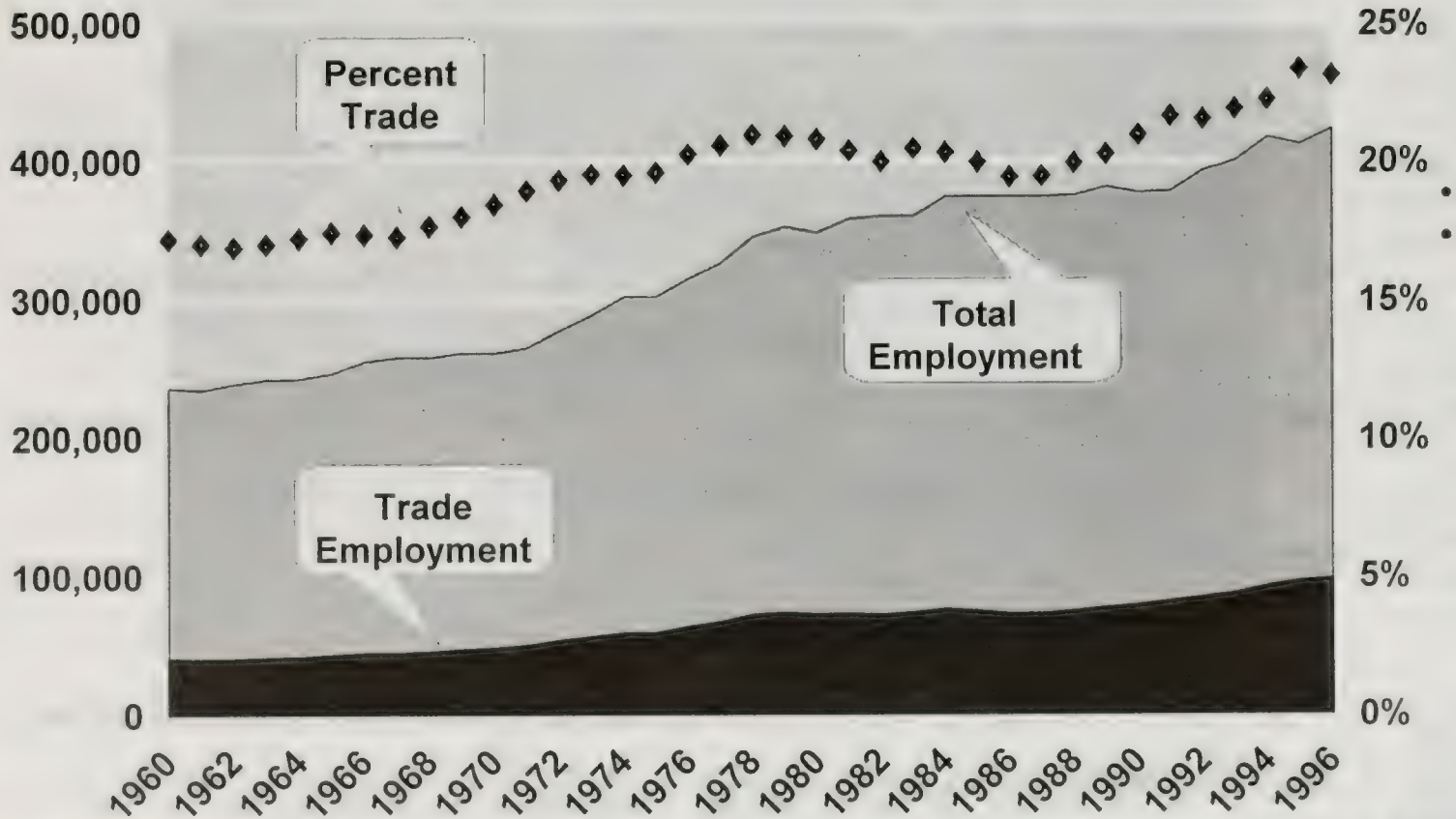
- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

Average wage and salary jobs in railroads, communications and public utilities are high wage.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Trade Employment

1960 - 1996 Annual Averages



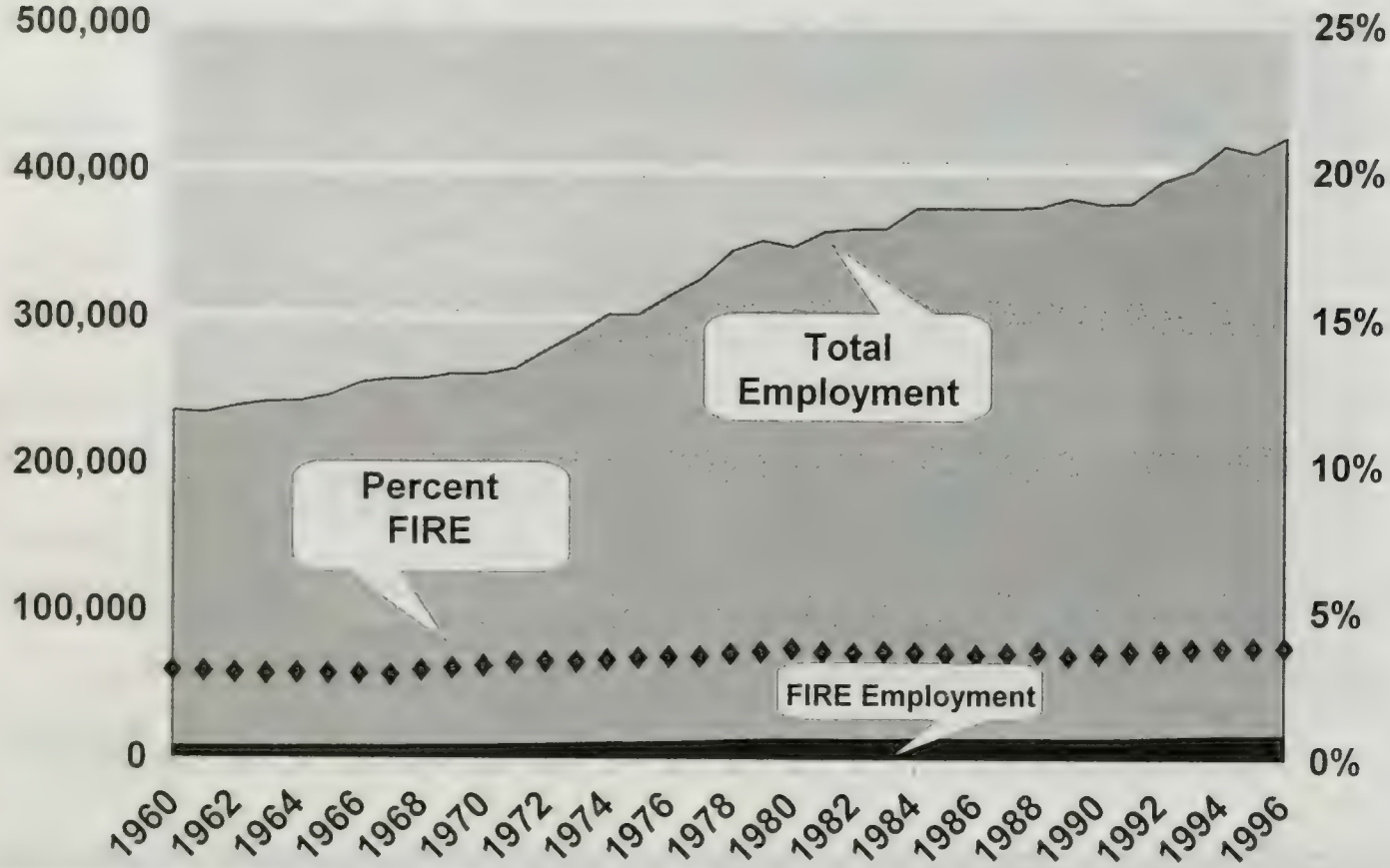
- Wholesale Trade
- Retail Trade
  - Eating & Drinking Places
  - Auto Dealers & Service Stations
  - Food Stores
  - General Merchandise Stores
  - Building Materials
  - Other Retail Trade

After slow growth in the 1980s, retail trade growth in the '90s is strong due to population increases.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Finance, Insurance & Real Estate Employment (FIRE)

1960 - 1996 Annual Averages



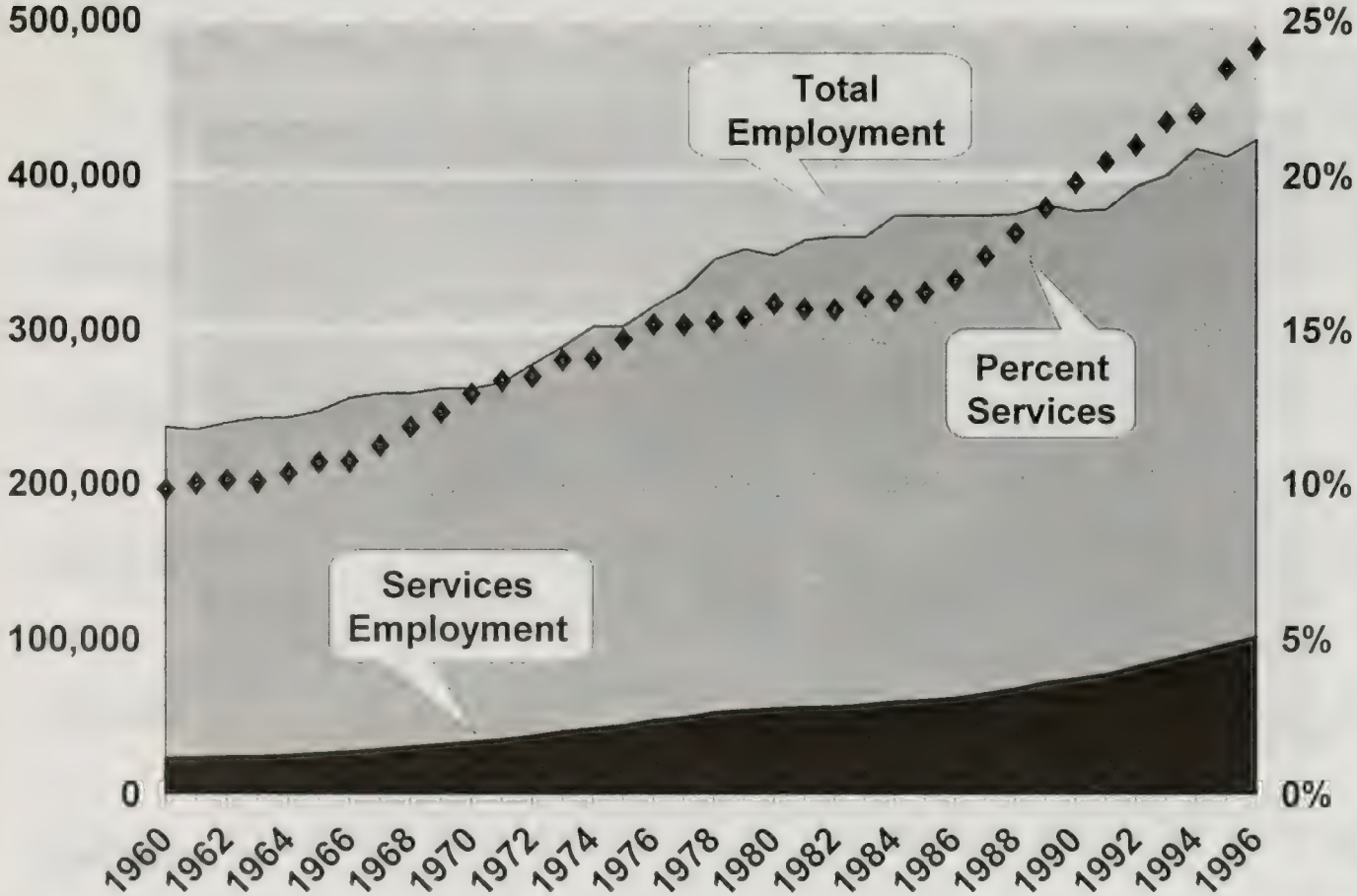
- Finance
- Insurance
- Real Estate

Credit agencies, security & commodity brokers, insurance carriers and holding & investment offices are high-wage industries

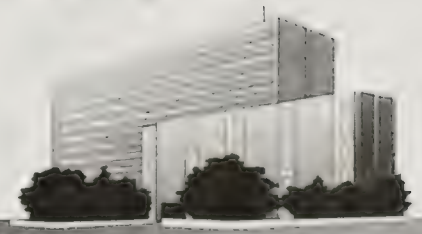
Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Services Employment

1960 - 1996 Annual Averages



- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc. Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs.
- Engineering & Management

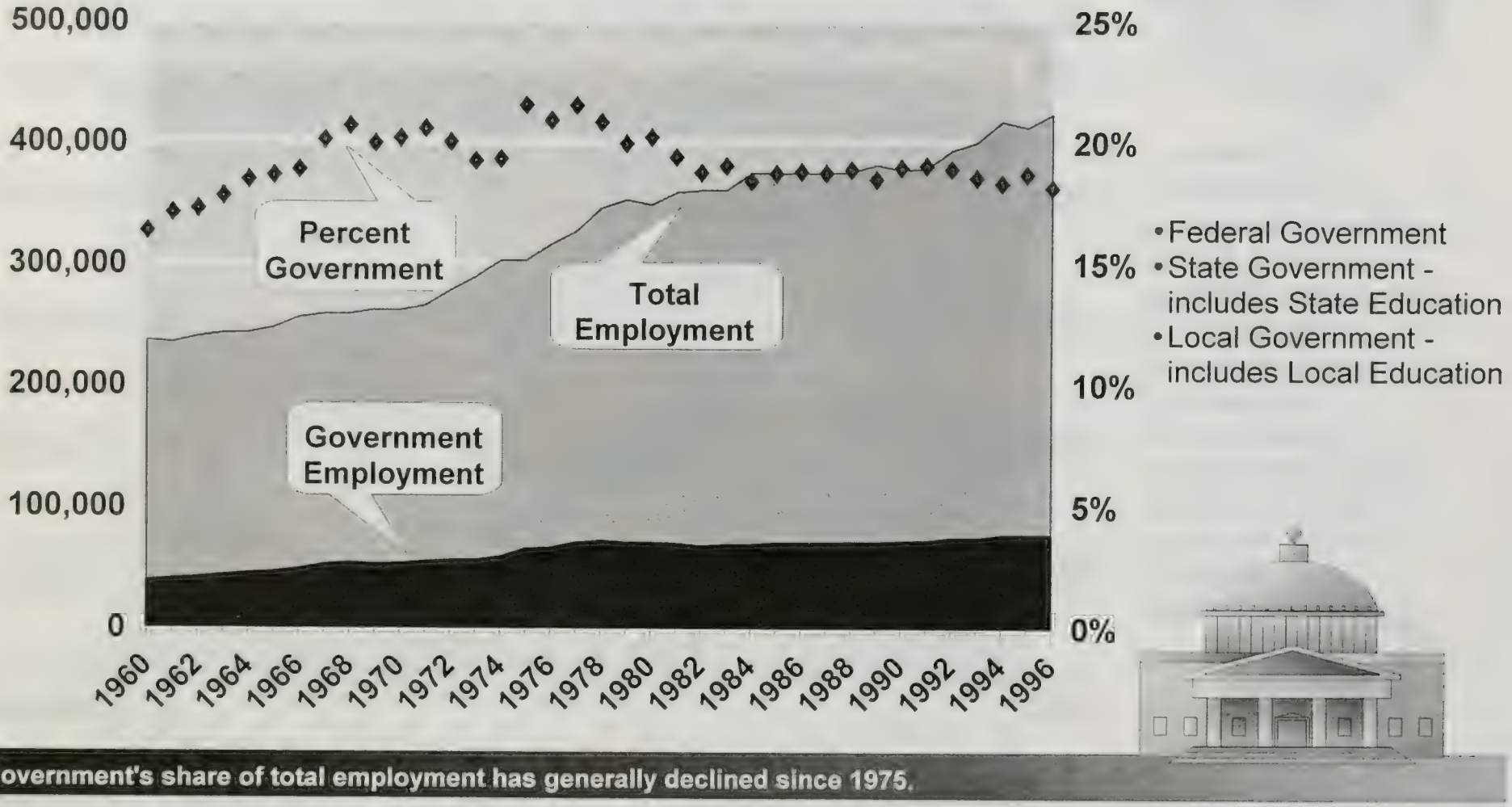


This group of service sectors has grown both absolutely and relative to the total Montana economy.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Government Employment

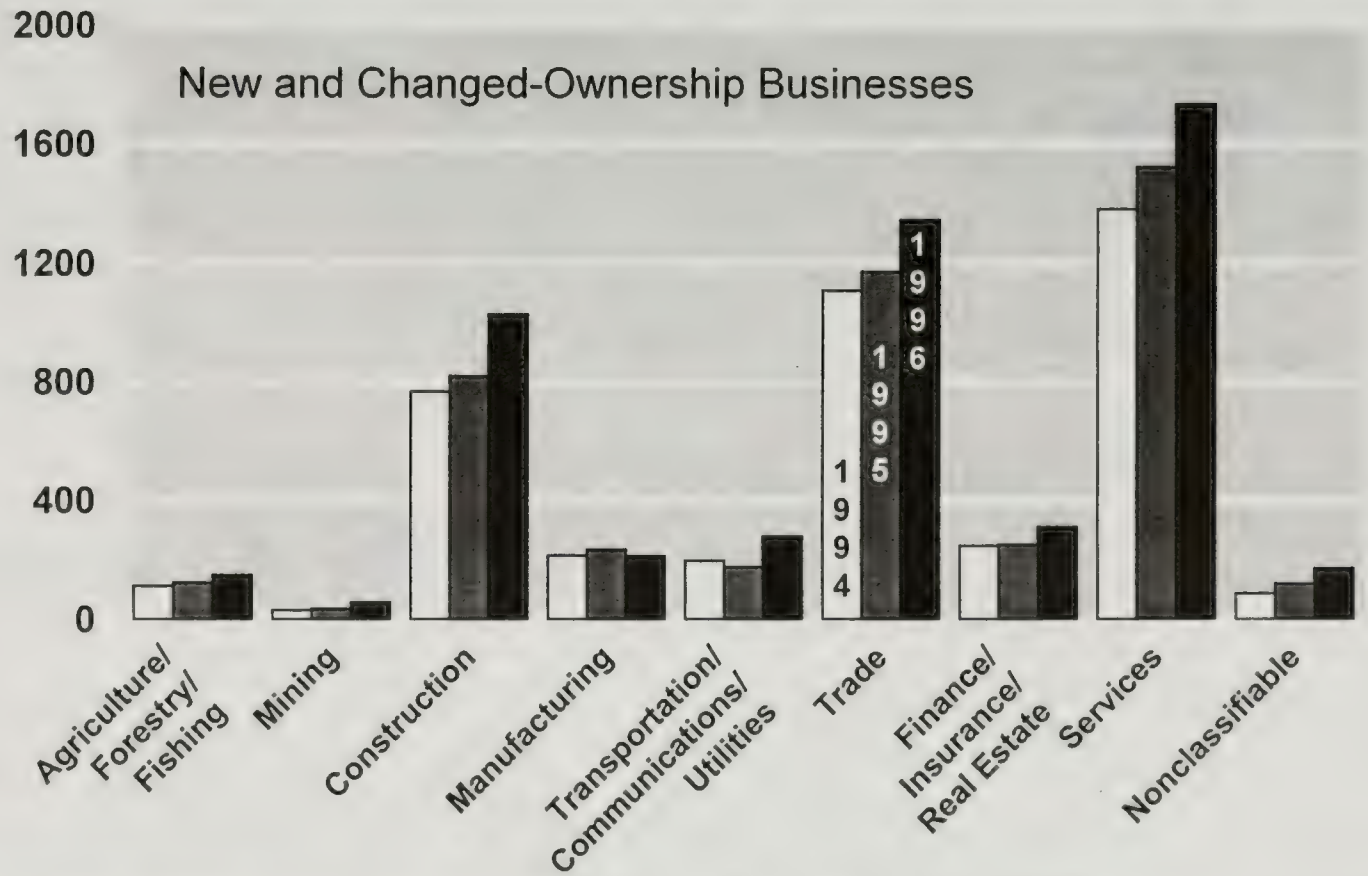
1960 - 1996 Annual Averages



Government's share of total employment has generally declined since 1975.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

New Business* Establishments
Montana 1994 - 1996



Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

* A count of new business firms registered with the Unemployment Insurance Program and businesses qualifying as a new business firm because of a change in ownership.

Data from Montana Unemployment Insurance Program
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Department of Labor & Industry

4th Annual

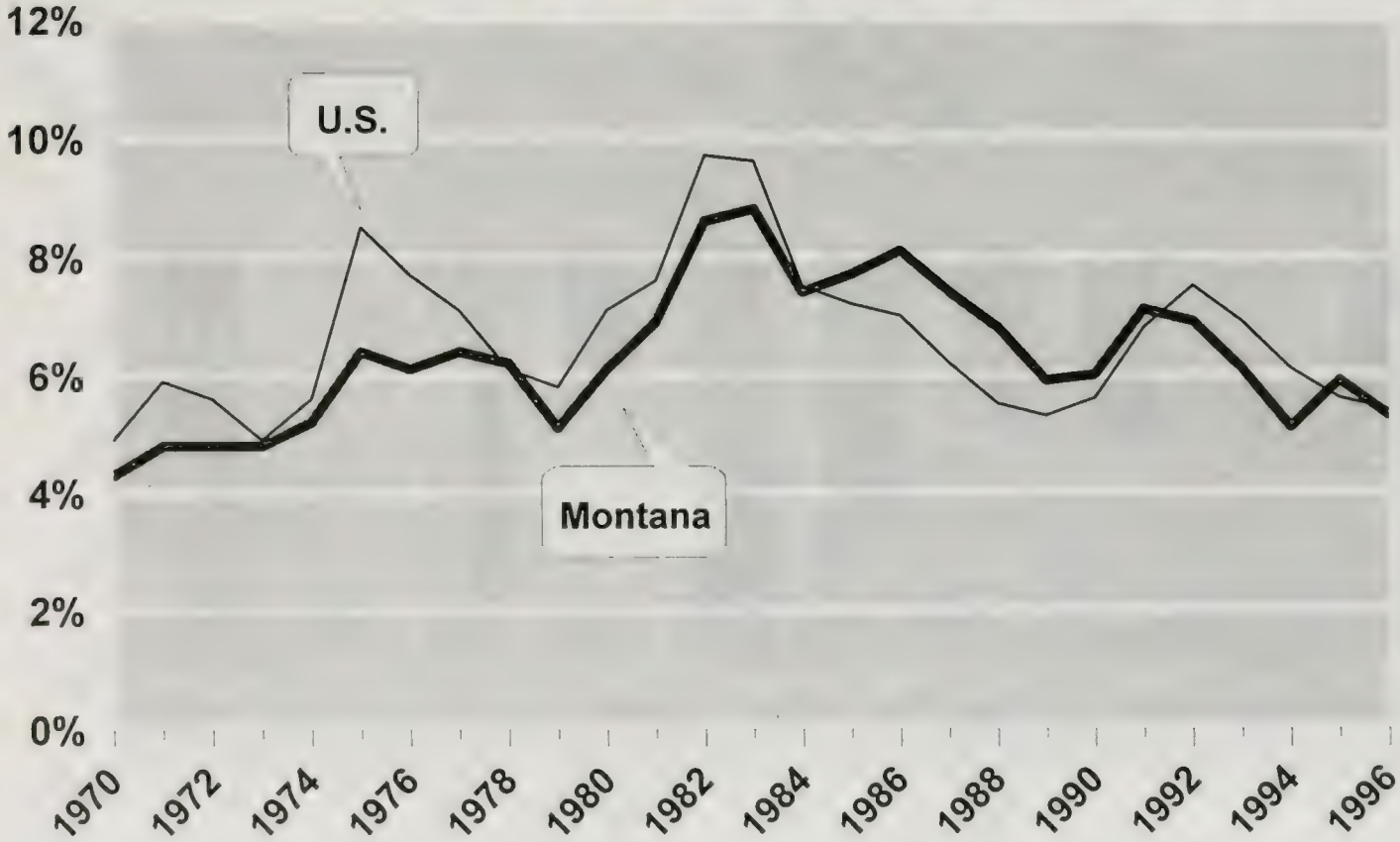
September 1997
Research & Analysis Bureau
Montana Department of Labor & Industry

Labor Day Report

Profile of the Montana Worker

Problems We Face . . .

Annual Average Unemployment Rate
Montana and U.S.



Year	Montana	U.S.
1970	4.3%	4.9%
1980	6.1%	7.1%
1990	6.0%	5.6%
1996	5.3%	5.4%

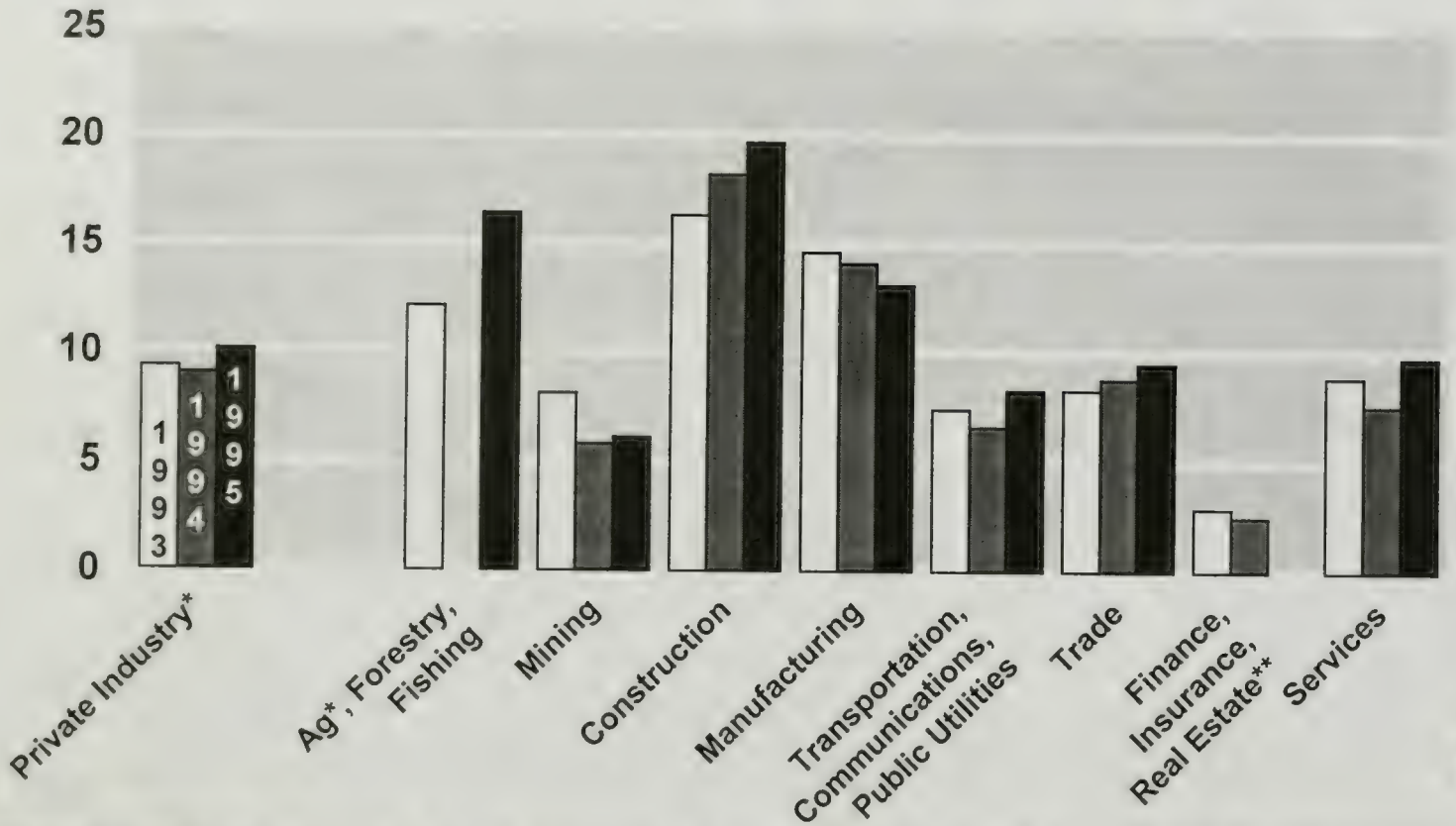
Montana's unemployment rate has generally been below the nation's, except the period 1985-1991 and 1995.

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1993 - 1995 †

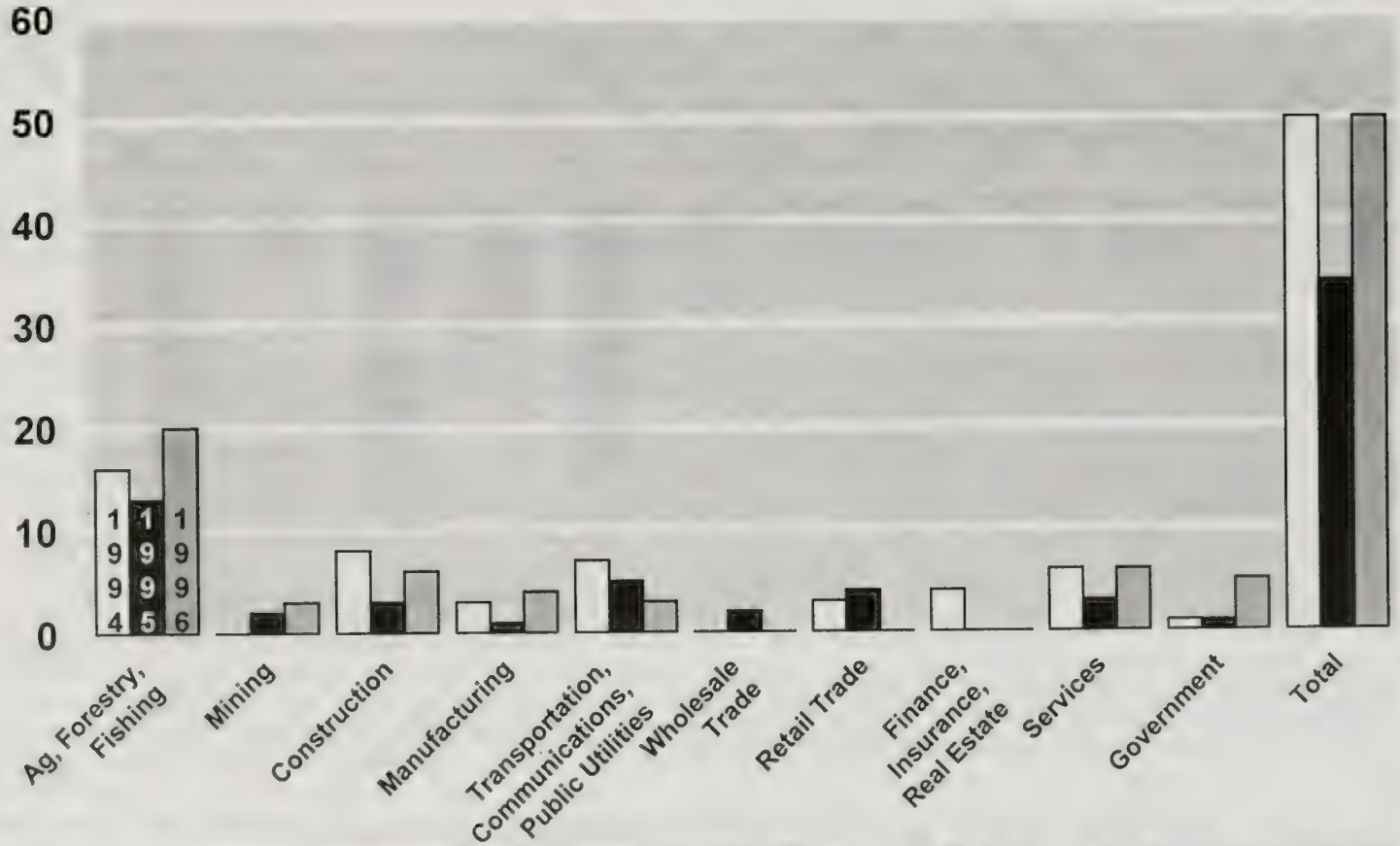


During 1995, an estimated 21,800 occupational injuries and illnesses occurred in Montana.

*Excludes farms with fewer than 11 employees -- Ag, Forestry & Fishing data not available for 1994.
**Fire, Insurance & Real Estate data not available for 1995.
† Excludes fatal work-related injuries and illnesses.

Data from Occupational Safety & Health program
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

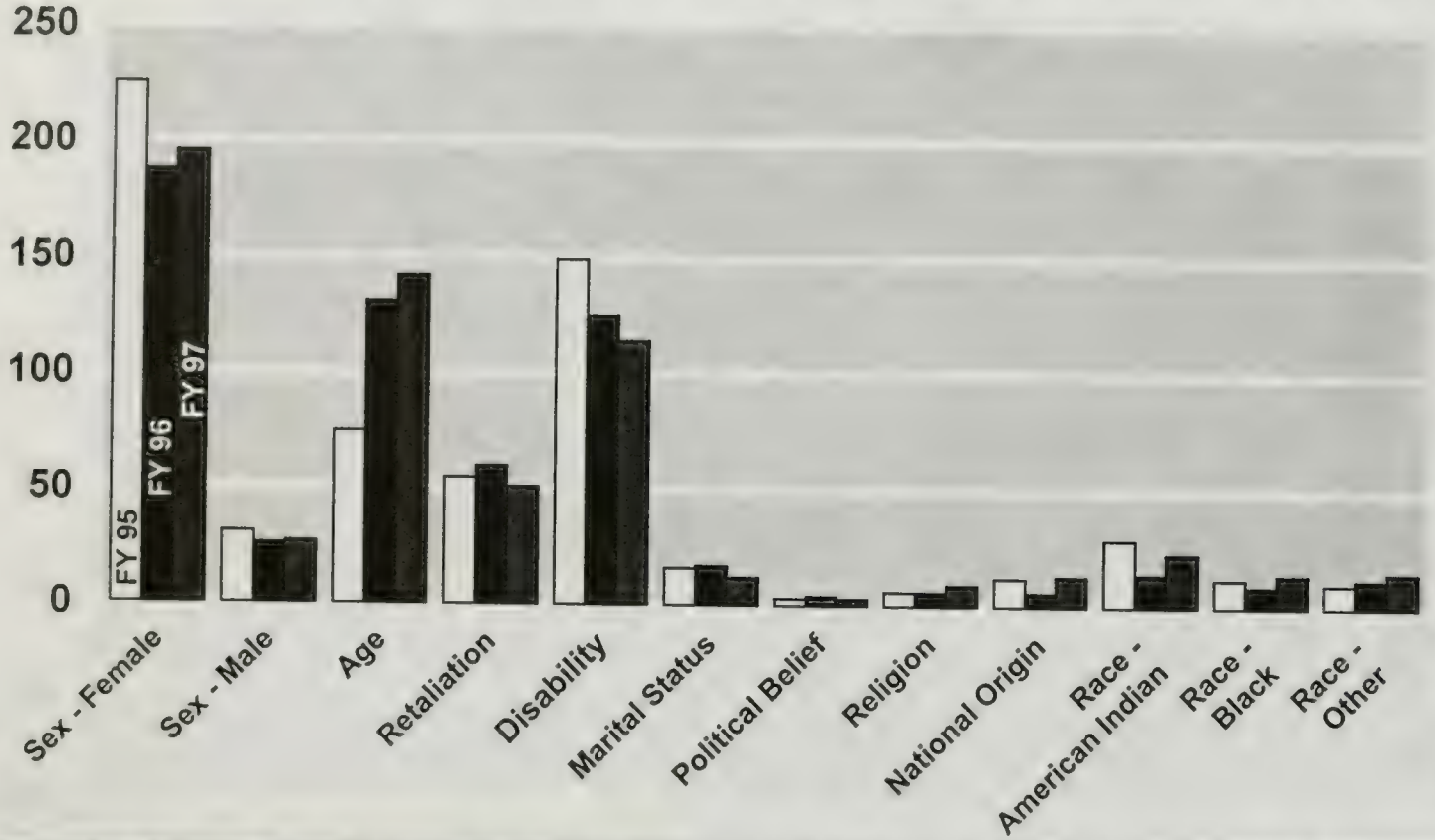
Fatal Occupational Injuries
Montana 1994- 1996

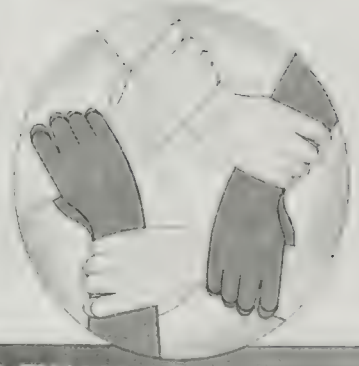


Montana's fatal occupational injuries increased from 34 in 1995 to 50 in 1996.

Data from Census of Fatal Occupational Injuries program
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Employment Discrimination Allegations
Filed with the Montana Human Rights Commission
Fiscal Years 1995, 1996 and 1997*





The number of alleged employment discrimination cases decreased by 58 cases between FY1995 & FY1997

*Fiscal Year = July through June

Data from Montana Human Rights Commission
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

DEFINITIONS and PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all work-related fatalities, including both injuries and occupational illnesses.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national census every 10 years. In 1990, every person and housing unit in the United States were asked certain basic demographic and housing questions (for example, race, age, marital status, housing value or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures which would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides jobs and earnings data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A ***work site*** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for private nonfarm wage and salary workers. (***Nonfarm wage and salary workers*** are employees who are production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, and construction workers in construction industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

I think this needs to be changed. JA

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component , to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES and ES-202 programs. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to nonfarm wage and salary workers. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is a periodic mail survey (conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation. The Research & Analysis Bureau uses these data to develop occupational projections for nonfarm, wage and salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage and salary disbursements (payrolls), other labor income (for example, employer contribution for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted, in cooperation with the U.S. Department of Labor, to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

Acknowledgements

Thanks are due to many people who contributed to the production of this report, including:

- Tina Hash and Phil Brooks from the Department of Labor and Industry, Research and Analysis Bureau, who researched the data, created the charts and graphs, composed the summaries, and edited and produced the report;
- all those who take the time to respond to the government surveys which provide the base data;
- program staff from the Montana Departments of Labor and Industry and Commerce who supplied and interpreted the data; and,
- Andrew Malcolm, Gov. Marc Racicot's communications director, whose idea it was to profile the average Montana worker and who acted as editorial consultant on the project.

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